



Equality and Diversity Strategy
2025 – 2028

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Revision History

Revision Date	Version Control	Summary of changes
October 2024	1	Complete rewrite of the previous scheme.

Key Signatories

Approvals Creation and Major Change

Name	Title	Approved
Cabinet		
Council		

Approvals Minor Change and Scheduled Review

Name	Title	Approved
Anica Goodwin		
TULG		

Approval Path

Major Change

	Action
Originator	HR
Owner	Head of Paid Service
TULG	Consultative Group
CMT	Corporate Approval
Appts & Staffing Committee	Council Approval

Minor Change

HR	Submission
TULG	Consultative Group
Director	Delegated Approval

Document Review Plans

This policy/ procedure will be reviewed on a 3 yearly basis unless it has:

- A monetary value included within it, in which case an annual review will be required, and/ or
- A legislative change is required as directed by government.

Distribution

The document will be distributed through Astute as a MANDATORY policy and will also be available on the Intranet.

Security Classification

This document is classified as Official with access restricted to Tamworth Borough Council Staff and business partners.

Equality and Diversity Strategy 2025 – 2028

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1 Statement of intent

Tamworth Borough Council (TBC) recognises the importance of involving the wider community in the development of services which are accessible and reflect people's needs. The council's values go further to specify the promotion of equal opportunities and to celebrate diversity.

By making equality and diversity a core element of all things that we do, we will be best placed to achieve our vision.

Where barriers exist which prevent us from achieving our goals, we have a moral and legal obligation to break them down.

The strategy goes to the heart of the council's work in tackling inequalities and in creating a truly inclusive town for everyone. The strategy is about action and not just words.

To develop this strategy and resultant action plan we have used the Local Government Association Equalities Framework, which outlines four areas of focus for equality, diversity and inclusion:

Understanding and working with your communities – by basing our policies, procedures and actions on sound evidence and research around the needs of our communities.

Leadership, partnership and organisational commitment – Strategic leadership and working in partnership to improve equality outcomes.

Responsive services and customer care – Meeting the needs of vulnerable people or communities and delivering good equality outcomes.

Diverse and engaged workforce – HR policies and procedures reflect good equality practice, and anyone who applies to the organisation or who works for it feels confident that they are treated fairly.

We will incorporate these themes into our work, and we are committed to further action to put these at the heart of everything we do.

The starting point and primary focus are this council's vision. The vision is currently "Tamworth – celebrating our heritage, creating a better future" and will be achieved through our strategic priorities:

1. The environment
2. The economy
3. Infrastructure
4. Living in Tamworth
5. Town Centre

These in turn translate into the council's strategic plans and intentions and form the basis of the corporate and local plans, the sustainability strategy and the medium-term financial strategy.

A new corporate plan is being developed to cover 2025 – 2030 with a vision of "Building a better Tamworth". The priorities will be:

1. Council
2. Prosperity

3. Place shaping
4. Environment
5. Community Wellbeing

We strive to deliver equality across the nine protected characteristics and demonstrate how equality considerations are embedded in our decision-making processes, and how they can influence both our service delivery and employment practices.

We are going beyond the nine protected characteristics, our Equality, Social Inclusion and Health Impact Assessment includes other elements including safeguarding of the vulnerable, social inclusion, armed forces covenant, health and wellbeing and environmental issues. This ensures we are thinking as carefully and holistically as possible about all of Tamworth's groups and communities.

However, the most important aspect of our strategy is not the words but the actions and outcomes we have set ourselves.

2 Introduction

The strategy outlines how we will promote equality and diversity in the delivery of our services provided both directly by ourselves and in conjunction with our partners. Considering UK legislation, our strategy clearly addresses our duties and responsibilities to:

- Age
- Disability
- Gender reassignment
- Race
- Sex
- Religion or belief
- Sexual orientation
- Pregnancy or maternity
- Marriage and civil partnership*

The above are known as protected characteristics within the Equality Act 2010.

Intersectionality is not yet in everyday usage, but awareness is growing. The term is used to refer to the multiplying effects where two or multiple grounds operate simultaneously and interact in an inseparable manner, producing distinct and specific forms of discrimination. Recognising intersectionality stops people being required to choose between bringing a claim of, for example, racism or sexism as they could not state they were being discriminated against due to the combined effects of race and sex.

The Equality and Human Rights Commission advocates the concept of intersectionality by developing their own definition. "Intersectionality is an analytical tool that we use for the purpose of equality and human rights monitoring to show the distinct forms of harm, abuse, discrimination and disadvantage experienced by people when multiple categories of social identity interact with each other."

For example, a disabled elderly resident will be covered under two protected characteristics – disability and age, a black lesbian will be at risk of experiencing sexism, racism and homophobia.

The strategy recognises evolving case law in relation to belief. The Equality Act 2010 states that belief means any "religious or philosophical belief and any reference to belief includes a reference to a lack of belief". A philosophical belief must be:

- genuinely held and not just an opinion or point of view based on the present state of information available;
- be a belief about a weighty and substantial aspect of human life;
- have a level of cogency, seriousness, cohesion and importance; and
- worthy of respect in a democratic society, compatible with human dignity and not conflicting with the fundamental rights of others.

Examples of protected beliefs include humanism, pacifism, atheism and a belief in man-made climate change. An employment tribunal found veganism to have met the threshold for a philosophical belief under the Equality Act 2010.

This strategy reflects our commitment to the wider equality agenda while ensuring that the strict duties that are placed upon us under the provisions of the Equality Act.

Tamworth Borough Council reaffirms its commitment to racial equality. Employees, elected members and the organisation have a responsibility to ensure that no person is treated differently because of their race.

Tamworth Borough Council will not tolerate sex-based discrimination or harassment. Misogyny is defined as dislike of, or contempt for, or ingrained prejudice against women. Misandry is defined as dislike of, contempt for, or ingrained prejudice against men.

The easy access to technology has increased misogynistic radicalisation at a pace, Misogyny and misandry in the workplace or in the services we deliver to members of the community will not be tolerated.

With increased partnership working, commissioning and procurement of services, the strategy also sets out the expectations placed on partners, suppliers and the voluntary sector to contribute to the council's equality and diversity agenda.

The aim of the strategy is to integrate the council's equality and diversity activities into normal service delivery mechanisms, while at the same time encouraging departments to deliver their products and services in an innovative and creative way. We will scrutinise and improve access to our services ensuring we treat people fairly, provide our customers with equal opportunity, and that we gain business benefits from our services being accessible to the maximum number of people. Our Equality, Social Inclusion and Health Impact Assessment is embedded in our planning and decision-making process.

The action plan will be reviewed annually and reported to Cabinet through the performance management framework.

3 Policy Statement

We aim to create and maintain a community that embraces change and welcomes diversity; diversity helps to build such communities by celebrating differences and combining our talents.

To achieve this, the council continues to be committed to removing discrimination from public life. This includes major commitments that establish the council as a community leader.

- The council is committed to ensure that it does not discriminate against employees or members of the public.
- We want Tamworth to have a workforce that reflects the community it serves and to be seen as an employer of choice that values diversity and the perspectives it brings.
- The council is working to make Tamworth a place free from discrimination
- People are proud to be who they are.
- We strive to ensure that the contribution of all groups is valued.
- Differences between people are welcomed.
- Removing barriers to ensure that all groups have the same chances of success.
- The council will provide services that are inclusive and designed to meet customer needs, including those most vulnerable.

The council will support anyone who shares the same aims, including community groups, the voluntary sector, trade unions and partner organisations.

Tamworth Borough Council is committed to providing value for money and accountability which will underpin the delivery of all corporate themes. Working with others, the council will deliver services that are well governed, ethical, effective, efficient and economically viable.

We are committed to building a fairer, greener town in which everyone can thrive. We value diversity and seek to find ways to bring communities together. We want to ensure all of Tamworth's residents have fair opportunities.

4 What are our legal duties?

4.1 Equality Act 2010 (Amendment) Regulations 2023

The Act brings together, harmonises and extends previous equality law. The Equality Act replaced all previous discrimination law with a single act. The majority of the Act came into force on 1 October 2010. Within the Act there is a public sector equality duty which came into force on 6 April 2011. The public sector equality duty applies to public bodies and others carrying out public functions.

Within the Act is a socio-economic duty to consider how our decisions impact socio-economic disadvantage and aim to reduce inequalities associated with occupation, education, place of residence or social class.

The Act was updated on 8 November 2023 and its changes came into effect on 1 January 2024. Its purpose was to update the existing legislation and enshrine protections from EU law, which would have otherwise ceased. Amongst the amendments to the legislation are:

- Clarifications that discrimination relating to breastfeeding amounts to sex discrimination within the workplace, and that more favourable treatment on the grounds of maternity is permitted.
- Discrimination claims for the protected characteristics of pregnancy and maternity discrimination may arise where the individual has an entitlement to maternity leave which is equivalent to compulsory, ordinary and additional maternity leave.
- Indirect discrimination (where a practice, criterion or provision places a group with a protected characteristic at a particular disadvantage) can be claimed by association, where an individual without the protected characteristic suffers together with that group, nonetheless.
- The codification of the 'single source' test in equal pay claims, which allows workers to compare their pay to someone working for a different employer, so long as there is a single body responsible for setting or continuing their terms.
- Clarification on the definition of disability, to confirm that the ability to 'carry out normal day to day activities should be considered with reference to the individual's ability to participate in their professional life 'on an equal basis with other workers'.
- Increased protection from discrimination in recruitment, in which there is not an active recruitment process taking place (for example, statements about 'not wanting to recruit people that share certain protected characteristics').

4.2 The Public Sector Equality Duty

The Public Sector Equality Duty consists of a 'general duty' and specific duties which apply to the Council.

The General Duty requires the council to:

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;

- Advance equality of opportunity between people from different groups; and
- Foster good relations between people from different groups.

This means the council is required to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics.
- Take steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encourage people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The specific duties underpin the general duty, they require the council to:

- Publish its equality objectives and review them at least every four years, and
- Publish information on employees and those affected by the council's policies at least annually, this can be found at www.tamworth.gov.uk

The council's objectives are:

- To use customer insight to develop accessible services, particularly aimed at those demonstrating the greatest need.
- To ensure all council strategies, policies and procedures consider the impact on our diverse community/workforce to ensure maximum inclusion.
- To ensure that the council is an inclusive and diverse employer.
- TBC leading the town as an organisation that tackles discrimination and promotes equality.

4.3 Gender, ethnicity and disability pay gap

Legislation came into effect in 2017 requiring employers to publish figures on the gender pay gap. We use our data on a yearly basis to continually review all areas of the organisation to identify the barriers, and drivers, for appointing women, particularly at senior levels.

Although not required by law yet, the Labour government has made a commitment to bring in legislation to make reporting on the disability and ethnicity pay gap mandatory. Our action plan includes a commitment to introduce disability and ethnicity pay gap reporting. We want to go beyond our statutory duty and truly represent the people we serve.

4.4 Modern day slavery act

Legislation requires us to prepare a slavery and human trafficking statement each financial year, publish it on our website and tackle slavery wherever we find it. We recognise that we have a responsibility to ensure that our services and supply chains understand the issue and can transparently demonstrate ways that they protect against modern day slavery.

5 What do we mean by equality and diversity?

The two concepts of equality and diversity are very different and together form a whole that is larger in many respects than the sum of its individual constituents. Diversity recognises that we can only achieve equality by considering the different needs of the communities, equality is impossible to achieve without recognising diversity.

Equality refers to outcomes, making sure that all social groups benefit equally from our activities. For example, by comparing take up for services with the census information, a Local Authority may become aware that some community groups are under-represented. Equality would only be achieved if service uptake is in the same proportion to the numbers of people in the district from different communities.

6 Equality versus equity

The words equity and equality are used interchangeably, yet they are different concepts. More recently, there has been a shift from equality to equity by addressing the different needs and circumstances of people. Equity can be challenging to implement because it requires a deeper understanding of the needs and challenges of different groups, as well as a commitment to allocate resources accordingly. Our updated Equality, Social Inclusion and Health Impact Assessment and Reasonable Adjustment for Customers policy seeks to have a more detailed understanding of needs in order to provide equity and be responsive.

Equality refers to situations where everyone is treated the same or providing the exact same opportunities and resources to all individuals or groups regardless of need. It focuses on uniformity and equal treatment without necessarily considering the specific needs, circumstances, or historical disadvantages that individuals may face.

Equity refers to fairness and justice and recognises that different individual groups may require different levels of support or accommodations to achieve a level playing field. Equity aims to address historical and systemic disadvantages and achieve equality of opportunity; by giving resources and support based upon their levels of need.

Put simply, equality is giving everyone a shoe. Equity is giving everyone a shoe that fits.

Tamworth Borough Council strives to go further than providing equality. For example:

Religion – equality means giving every religion the same rights and freedoms. Equity means giving every religion the respect and support they need to thrive in a diverse society.

Public policy – Equality means applying the same rules and policies to everyone. Equity means applying rules and policies to different groups to address their specific needs and challenges. For example, providing financial support to those in greater need due to factors such as unemployment, disability or poverty.

Recruitment – Equality means treating every job candidate the same way. Equity means ensuring every job candidate has a fair and equal opportunity to showcase their skills and qualifications, regardless of their background or identity.

Environmental Justice – in an equity scenario, more trees and park spaces are created in environments that are more polluted or have less access to green spaces whereas equality will plant the same number of trees in every neighbourhood.

7 What is discrimination?

Discrimination is a type of negative treatment that affects a whole group of people or an individual because they belong to a group.

The best way to understand discrimination is to set it against other types of negative treatment. Negative treatment edges into discrimination when the person on the receiving end is being badly treated by someone else who assumes a dominant or superior position.

Reasons for bad treatment	Who it affects
Individuality	Individuals, such as personality conflicts, or aspects of a person that lead to them being harassed or bullied (i.e. a response to a person's personal behaviour)
Life circumstances/condition	People who have a change of life circumstances that leads to temporary bad treatment (i.e. becoming homeless or losing a job and seeing how other people's behaviour changes towards them and armed forces veterans and their families as they adjust to life after active service.
Social Identity	A person's basic identity (who they are) is abused. The target is something about the individual which they share with a whole group and cannot change. This affects: <ul style="list-style-type: none"> • Ethnicity and Nationality • Sex • Gender • Sexuality • Disability • Religion and cultural identity • Age • Immigration/Citizen status

Discrimination affects whole groups in the following ways:

- Discrimination is a prejudiced reaction to a person's social identity (such as their gender or race).
- Discrimination is systemic, or institutional (i.e. it is embedded in laws, policies, and in everyday culture).
- Discrimination leads to negative patterns (i.e. continuing pay gap between men and women, or continuing link between disability and lack of employment).

Equality law recognises two types of discrimination

- Direct discrimination: this is when there is a conscious intention to discriminate.
- Indirect discrimination: this is when discrimination is an unintended result of a decision or action.

An example of direct discrimination

A council introduces a free advice service for single mothers who are employees. A male single parent objects on the grounds of sex inequality and is told that there is insufficient demand to extend this discretionary service to male employees.

An example of indirect discrimination

A council introduces an employee support group for single parents. After a year the council carries out a monitoring exercise of the group and finds that all members are female. This is despite the fact that there has been an increase in male single parents who are employees. The council refuses to consult with male single parent employees on the grounds that all employees know about the group. The result is that the council is not able to find out why the pattern has emerged that only women are using the group.

8 Monitoring the strategy

The strategy will be reviewed annually to check progress against actions and refresh the action plan for the following year. Progress will be reported to Cabinet on all diversity and equality matters annually this will be done via the council's performance management system, Ideagen. Furthermore, one action in the strategy's action plan is the formation of an equalities steering group chaired by the executive director organisation and an assigned Member lead for equality. The group will meet on a bi-monthly basis and monitor the strategy's progress.

9 Consultation, communication, input and Involvement of the community and partner organisations

A key element of the council's overall programme of services, which forms an integral part of the Equality and Diversity strategy is customer involvement. The ability to access groups and individuals who face barriers and discrimination, which can provide a positive input to the development of services, is vital. Consultation and involvement with people are an essential part of the current equality legislation. Consultation has been undertaken with community leads and within the organisation and continues through regular engagement and their views were considered when formulating the action plan.

In forming this strategy Tamworth Borough Council sought feedback from:

- Leaders within Tamworth Borough Council
- The Tenant Consultative Group
- Incorporated feedback from consultees on the Corporate Plan
- Equality representative from West Midlands Combined Authority
- Support Staffordshire

- Community Together CIC
- Representatives from Tamworth African Caribbean Association, Heart of Tamworth, Jasjid Mosque, Seventh Day Adventist Church, St Editha's Church, St Andrew's Church, Belgrave Community Allotment and Garden, Tamworth Elim Church, Soulpath (young adults with learning disabilities), Rooted Community Church and Dementia Caring

10 Communication

A copy of the strategy will be issued to all employees and elected members via Astute in an effort to ensure it is put into practice. In addition, it will be placed on the council's internet and intranet.

The strategy will also be included with tender information and contracts for work undertaken for Tamworth Borough Council by external organisations and individuals. Our policies, including those relating to equality and diversity, will upon request be made available for translation and/or in another medium where required.

Our procurement strategy makes specific reference to our commitment to ensure that all procurement practices comply with equality legislation.

11 Equality, Social Inclusion and Health Impact Assessment (ESI&HIA)

The Public Sector Equality Duty requires the council to assess the impact on equality of strategies, policies and procedures. Carrying out these impact assessments helps us as a public authority to ensure that, as far as possible, we are taking actions to meet the general equality duty placed on us by the Equality Act 2010. Our Equality, Social Inclusion and Health Impact Assessment goes further than just the nine protected characteristics and includes a number of socio-economic elements including safeguarding of the vulnerable, social inclusion, armed forces covenant, health and the environment. This is so we are thinking as carefully and completely as possible about all Tamworth groups and communities, including people who we may describe as vulnerable.

12 Programme of Training and Development

Equality and diversity training is a mandatory requirement for all employees and elected members. All staff and elected members will attend a workshop and subsequent refresher training on a 3-year cycle.

TBC has a comprehensive Equality and Diversity awareness training workshop which is mandatory for all new staff within the first six months of employment, employees then undertake refresher training. The programme is delivered by diversity and equality specialists appointed through our procurement processes and is refreshed to ensure employee learning is current, reflective of emerging needs.

Employees are also given the opportunity to attend external training events.

We recognise each year that our elected members may change and as such we need to ensure that their knowledge and skills in this area is current. Elected members should attend a diversity awareness workshop within six months of being elected and subsequently attend annual refresher training.

Managers keep equality and diversity live through team engagement to ensure the council delivers in its commitment to equality and diversity and through reflective practice ensure learning takes place from feedback.

13 Breaches

The council has robust harassment policies in place to deal with discriminatory behaviour. In addition, our Comments, Compliments and Complaints process is in place to report concerns from our residents.

14 Responsibilities

Cabinet Members: are responsible for approving the policy and monitoring the performance via the performance management framework and ensuring all strategic policies are impact assessed.

Leader of the Council: has responsibility for equality and diversity. The portfolio holder is required to work closely with the Council's designated officers and champion the strategy and its contents with elected members.

Chief Executive: is responsible for ensuring that the council is complying with the Public Sector Equality Duty.

Executive Director Organisation: is the organisation's equality champion and is responsible for ensuring equality activities are co-ordinated and carried out in the authority.

Executive Directors/Assistant Directors: will ensure that policies presented to Cabinet for approval and supporting strategies and procedures are impact assessed as per the requirements of the Equality and Diversity strategy.

Safeguarding Officer: is the council's lead officer for safeguarding children and adults at risk of harm. The Safeguarding and Vulnerable Adults Protection policy can be found on the council's intranet site Infozone.

Human Resources: will advise on the strategy and policies, organise delivery of necessary training, monitor and produce employee profiles and workforce data and liaise with all service delivery managers to ensure awareness and compliance.

Managers: are responsible for delivering equality in their area of responsibility, embedding it into policy and delivery of the services provided and for undertaking Equality, Social Inclusion and Health Impact Assessments. Managers will also be responsible for ensuring breaches of the strategy are brought to the attention of the relevant Director for any necessary action.

All employees: have a responsibility to treat people fairly, take account of different people needs, challenge inappropriate behaviour and not knowingly discriminate,

harass or victimise anyone and attend relevant training with regard to equality and diversity.

Contractors, suppliers, partners and consultants are expected to meet equality requirements within contracts and service level agreements. The council will not award contracts without an appropriate level of equality commitment from contractors.

Volunteers: are expected to comply with, and be treated in line with, the principles of this policy.

Audit: are expected to carry out reviews of the scheme as specified by the annual audit plan.

15 Reporting discrimination or harassment

We have established systems for employees to raise any issues around harassment or discrimination via our Grievance and Anti Bullying and Anti Harassment policies.

We have also reviewed our arrangements for the reporting of incidents of harassment or suspected discrimination from members of the public in relation to service provision. The scheme covering this is known as the Harassment, Assaults and Threat (HAT) policy and is available on the council's website [HAT policy | Infozone \(tamworth.gov.uk\)](http://tamworth.gov.uk/Infozone).

16 Complaints, comments and compliments

We encourage feedback from the community and undertake to investigate complaints thoroughly in accordance with our procedures.

The council has a comments, compliments and complaints procedure, which is operated in accordance with our equality and diversity agenda.

We are committed to:

- Dealing with complaints and comments quickly and effectively.
- Using feedback to review and improve our services.
- Encourage feedback from all sections of the community and undertake to investigate complaints thoroughly in accordance with our procedures.
- Ensuring complaints, comments and compliments are fed back to the service area.
- Ensuring that information from complaints are captured and monitored with the diversity agenda in mind.
- Key employees responding to complaints receive plain english training to ensure communication is clear and simplified so that it can be easily understood by the reader.

17 Our employees: key facts

We aim to provide an inclusive, respectful and discrimination free environment for all our employees. We want all our employees to feel respected, appreciated and to be able to do a good job to the best of their ability.

We regularly collect information relating to our employees and this helps us monitor and adapt to changes in our workforce profile and needs.

The data was taken from our people and payroll systems as of 31 March 2024. Employees are given the option of not responding or choosing 'prefer not to say'.

Full time equivalent (FTE) employees 365 headcount, 318.73 FTE

Sex Split:

Male	127	34.8%
Female	238	65.2%
Non binary	0	0

Contractual status:

Male	Full time	112	30.68%
Male	Part time	15	4.11%
Female	Full time	145	39.73%
Female	Part time	93	25.48%

Sex by grade:

	Grade*												
	A	B	C	D	E	F	G	H	I	J	AD	ED	CE
F	14	5	9	53	56	25	21	8	9	1	6	2	0
M	1	3	46	25	19	9	6	6	5	2	1	1	1

*(A = lowest grade)

Age profile:

Age	Number	Percentage
16-19	1	0.27%
20 – 25	15	4.11%
26 – 30	14	3.83%
31 – 35	27	7.4%
36 – 40	31	8.49%
41 – 45	36	9.86%
46 - 50	62	16.98%
51 - 55	71	19.45%
56 – 60	53	14.52%
61 – 65	41	11.23%
65+	14	3.83%

Disability

18 employees (4.9%) self-disclosed a disability.

Grade	Number
A	3
B	2
C	2
D	4
E	3
F	1
G	1
H	0
I	1
J	0
Corporate Management Team	1

Ethnicity

	% of workforce
Asian or Asian British	3.51%
Asian – Bangladeshi	0.27%
Asian – Chinese	0.27%
Asian - Indian	1.08%
Asian - Pakistani	0.54%
Asian – Any other Asian background	1.35%
Black, African, Caribbean, or Black British	2.43%
African background	0.27%
Caribbean	1.08%
Any other black, black British or Caribbean background	1.08%
Mixed or multiple ethnic groups	0.81%
White and Black African	-
White and Black Caribbean	0.27%
White and Asian	0.54%
Any other mixed or multiple ethnic background	-
White	91.35%
English, Welsh, Northern Irish, Scottish or British	88.11%
Irish	1.08%
Gypsy or Irish traveller	-
Any other white background	2.16%
Other ethnic group	0%
Prefer not to say	1.89%

Sexual Orientation

Data not held	126	34%
Bisexual	4	2%

Gay man	3	0.8%
Gay woman	2	0.5%
Heterosexual	222	60%
Other	2	0.5%
Prefer not to say	7	1.9%

Gender identity

Data not held	272	74.3%
Does not apply	55	15%
Prefer not to say	2	0.5%
Same identity as birth	37	10.1%

Religion

Atheist	8	2.18%
Buddhist	1	0.27%
Christian	125	34.15%
Hindu	1	0.27%
Islam	1	0.27%
No religion	98	26.84%
Other	7	1.91%
Prefer not to say	9	2.45%
Sikh	2	0.54%
Data not held	114	31.15%

18 Our community

Understanding who lives in our Borough helps us to understand the needs of our local communities and gives us information to help us make our services accessible.

18.1 Key facts – our tenants

Sex	2166 (38.55%) of our tenants are men and 3453 (61.45%) are women
Ethnicity	We know the ethnicity 81.38% of our tenants. White British, 78.89% Unknown, 18.35% Black, 0.55% Asian, 0.34% Mixed, 0.39%
Age	We know the age of 96.57% of our tenants. Age 18-24, 2.35% Age 25-34, 12.1%

	<p>Age 35-44, 16.8%</p> <p>Age 45-54, 17.4%</p> <p>Age 55-64, 16.1%</p> <p>Age 65+, 32.4%</p> <p>Unknown, 2.87%</p>
Disability	<p>We know that 23.71% of our tenants have a disability. Where tenants have indicated a disability, it is broken down as:</p> <p>Learning disability: 8.06%</p> <p>Mental health: 37.23%</p> <p>Physically impaired: 12.89%</p> <p>Speech impaired: 0.90%</p> <p>Visual impaired: 8.06%</p> <p>Wheelchair user: 5.58%</p>
Religion	<p>We know the religion of 45.95% % of our tenants. Of those that provided detail:</p> <p>Christian, 46.2%</p> <p>No religion, 41.17%</p> <p>Prefer not to say, 4.19%</p> <p>Other religion, 3.82%</p> <p>Roman Catholic, 2.37%</p> <p>Hinduism, 0.11%</p> <p>Jehovah's Witness, 0.89%</p> <p>Muslim, 0.37%</p> <p>Sikhism, 0.07%</p> <p>Buddhist, 0.3%</p> <p>Jewish, 0.04%</p>
Sexual Orientation	<p>We know the sexual orientation of 50.26% of our tenants. Of those that provided detail:</p> <p>Heterosexual, 88.8%</p> <p>Prefer not to say, 8.78%</p> <p>Bisexual, 0.92%</p> <p>Lesbian or gay, 0.6%</p> <p>Asexual, 0.53%</p> <p>Other, 0.39%</p>

18.2 Tamworth and its citizens: key facts

The 2021 census indicates:

78,647 people live in Tamworth.

Sex

The number of males and females living in the Borough is almost equal. In 2021 the split was:

Total female population	39,900 (50.76%)
Total male population	38,700 (49.24%)

Age profile:

Age ranges	Residents	
Total age under 5	4,442	5.6%
Total age 5-9	4,667	5.9%
Total age 10 – 15	5,748	7.3%
Total age 16-19	3,360	4.3%
Total age 20-24	4,204	5.3%
Total age 25-34	10,733	13.6%
Total age 35-49	14,989	19.1%
Total age 50-64	15,591	19.8%
Total age 65-74	8,570	10.9%
Total age 75-84	4,826	6.1%
Total age 85+	1,516	1.9%

Housing:

14.1% rent privately
 18% live in socially rented housing
 67% own their own home

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day to day activities. The 2024 amendment extends this to include the individual's ability to participate in their professional life 'on an equal basis with other workers'.

In 2021, 19% of people living in the borough had a limiting long-term illness.

Disabled and limited a lot	8.1%
Disabled and limited	10.9%
Not disabled	81%

Tamworth Borough Council is committed to making sure that our disabled customers are not disadvantaged when accessing or using our services. We are committed to providing a high standard of accessibility to our services and our commitment extends further to customers who are not disabled but have a need. We have a Reasonable Adjustments Guidance for Customers which is available on the council's website and referenced in our customer communications.

Health

Residents described their health as:

Very good health	44.6%
Good health	35.2%
Fair health	14.3%
Bad health	4.5%
Very bad health	1.4%

Religion

Religion refers to any religion, including a lack of religion. Belief refers to any religion or philosophical belief and includes a lack of belief.

No religion	44.3%
Christian	49.1%
Buddhist	0.2%
Hindu	0.3%
Jewish	0%
Muslim	0.5%
Sikh	0.2%
Other	0.4%
Not answered	5%

Marital status

Residents described their marital status as:

Not married	35.5%
Married/Civil Partnership	45.9%
Separated	2.3%
Divorced	10.1%
Widowed	6.2%

Ethnic Origin

Residents described their ethnic origin as:

Asian, Asian British, Asian Welsh	1081	1.4%
Black	492	0.6%
Mixed or multiple ethnicity	1472	1.9%
White	75,309	95.8%
Other ethnic origin	288	0.4%

Country of birth

Top 5 country of birth:

England	91.6%
Romania	1.9%
Poland	1.1%
Scotland	0.8%
Wales	0.7%

Sexual orientation

The residents that identified as gay or lesbian was 1.22%. This is similar to the proportion in England.

Gender

0.14% of all people who responded to the gender identity question reported an identity different from the sex they were registered with at birth.

19 How life has changed in Tamworth between the last two censuses held in 2011 and 2021.

Between the last two censuses, the population of Tamworth increased by 2.4%, from just over 76,800 in 2011 to around 78,600 in 2021.

In 2021, Tamworth was home to around 18.2 people per football pitched sized piece of land, compared with 17.8 in 2011. This area is amongst the top 25% most densely populated English local authority areas at the last census. Tamworth has a total green space coverage of 4.14%, this is higher than the national average across England of 2.22%.

The population increased by a smaller percentage than the overall population of the West Midlands (6.2%), and by a smaller percentage than the overall population of England (up 6.6% since the 2011 census).

With regards to education, 66% have a qualification in English and maths which is lower than the average of 78.75%.

With regards to health, 7.95% are cigarette smokers which is lower than the average of 12.4%, adult obesity prevalence is 35.9% which has increased from 26.4%. Tamworth is similar to the national average for anxiety, life satisfaction and feeling life is worthwhile and higher than the national average for happiness, scoring 7.8 out of 10.

In 2021, 8.1% of Tamworth residents were identified as being disabled and limited a lot. The figure decreased from 10.2% in 2011. In 2021, just under one in nine (10.9%) were identified as being disabled and limited a little, compared to 10.6% in 2011. The proportion of Tamworth residents who were not disabled increased from 79.3% to 81%. Residents describing their health as good fell from 35.6% to 35.2%.

Residents describing their health as very good increased from 42.6% to 44.6%. 12.5% of residents were diagnosed with chronic depression, the second highest in the county. This could be attributed to social, economic or cultural factors.

There was a rise in private renting. In 2021, 14.1% of Tamworth households rented privately. The figure increased from 11% in 2011. In 2021, just over one in six households (18%) lived in socially rented housing compared to 19.3% in 2011.

The percentage of Tamworth households that owned their own home decreased from 68.2% to 67%. Tamworth has a higher level of home ownership than the national average, with the average house price of £246,081 which is lower than the national average.

18.25% of households have no access to a car or van, which is less than the proportion in 2011.

Tamworth has a digital exclusion risk index (DERI) of 3.03. This means that Tamworth has a similar digital exclusion risk to England (3.00). This is derived from three components: age, broadband access and deprivation. 83.8% have gigabit capable broadband.

The median age increased by one year, from 39 to 40 years of age. Tamworth had a similar average (median) age to the West Midlands as a whole in 2021 (40 years) and had a similar average (median) age to England (40 years). The number of people aged 65-74 rose by just under 2,100 (an increase of 31.6% while the residents between 35 and 49 years fell by around 1,800 (10.9% decrease). The share of residents aged between 65 and 74 years increased by 2.4% between 2011 and 2021.

In 2021, 4.3% of Tamworth residents (aged five years and over) reported providing up to 19 hours of unpaid care each week. The figure decreased from 6.7% in 2011. In 2021, around 1 in 50 people (2%) reported providing between 20 and 49 hours of unpaid care each week, compared to 1.6% in 2011. The proportion of Tamworth residents (aged 5 and over) that provided at least 50 hours of weekly unpaid care remained at 3.3%.

Census 2021 was undertaken during the coronavirus pandemic. This may have influenced how people perceived and managed their provision of unpaid care and may have affected how people chose to respond.

In the latest census, around 72,000 Tamworth residents said they were born in England. This represented 91.6% of the local population. The figure has decreased from just under 72,400 in 2011, which at the time represented 94.2% of Tamworth's population. Romania was the next most represented, with just over 1,500 Tamworth residents reporting this country of birth (1.9%). This figure was up from fewer than 50 in 2011. The number of Tamworth residents born in Poland rose from just under 600 in 2011 (0.8% of the local population) to just over 900 in 2021 (1.1%).

2.75% of households have no people that have English as a main language, which is less than the proportion in England of 5.02%.

In 2021, 44.3% of Tamworth residents reported having no religion, up from 29.3% in 2011. In 2021, 49.1% of people in Tamworth described themselves as Christian, down from 63.3%.

There are many factors that can cause changes to the religious profile of an area such as changing age structure or residents relocating for work or education. It may also be caused by differences in the way individuals chose to self-identify between censuses. Religious affiliation is the religion with which someone connects or identifies, rather than their beliefs or religious practice.

The percentage of households including a couple without children in Tamworth decreased by 1.4% from 19.9% to 18.5%. The percentage of adults who have never married or registered a civil partnership increased by 3.8% from 31.7% to 35.5%.

There was a fall in employment, 58.3% said they were employed, down from 60.6% in 2011. Tamworth had the region's third highest percentage of people aged 16 years and over who were employed. Census 2021 took place during the coronavirus pandemic, a period of rapid change; the national lockdown and furlough measures will have affected the labour market and the Census's ability to measure it. The largest employment sector in Tamworth is defined as 'elementary' occupations at 15.94%. Elementary occupations consist of simple and routine tasks, which mainly require the use of handheld tools and some physical effort or unskilled or semi-skilled work. Skilled trades were 11.99% and professional occupations at 11.63%. The smallest employment sector is 'caring, leisure and other services at 8.68%.

In 2021, 95.8% of people in Tamworth identified their ethnic group within the 'white' category, compared to 97.3% in 2011. 1.4% identified their ethnic group within the Asian category, compared to 1% in the previous decade. The percentage of people who identified their ethnic group within the black category increased from 0.5% in 2011 to 0.6% in 2021.

20 Current challenges and their impact on equality, diversion and inclusion

The financial outlook for all local government is challenging. We strive to support our community within our resources and where possible provide free access.

From 30 July to 5 August 2024 far right, anti-immigration protests and riots occurred in England and Northern Ireland, including Tamworth.

In response to this, the council is focussing on community cohesion, including commissioning 'Honest conversations community cohesion commission'. this will engage our communities with key outcomes of;

- Promoting social integration and inclusion
- Fostering an environment where individual from diverse backgrounds feel included
- Strengthen community engagement and participation by encouraging active involvement from all community members in community building initiatives
- Address inequalities and promote fairness by identifying systemic inequalities and barriers that prevent certain groups from fully participating in community life
- Foster intercultural and intergenerational dialogue
- Building resilient and supportive communities
- Enhancing community spirit and increase participation in community activities by cultivating a shared sense of pride and identity with the community that transcends individual differences when considering the town's diverse

heritage.

21 Delivering equality in our services

Workforce

We continue to foster an inclusive and supportive culture. Our People and Organisational Development strategy and policies puts inclusion and respect at the heart of the council's culture.

Community

We work more closely with community groups, listening to residents and an increased focus on addressing the causal issues. Furthermore, we have close links with partnership agencies.

Leaders within the community are also committed to cohesiveness. Some examples of collaborative inclusive work include; a local church is voting to decide whether they wish to register for same sex marriages, this will be the first church in Tamworth to do this, a launch of an Inclusive Church at the Helping Hands café for openly queer, neuro diverse, disability friendly congregation, registering as an Inclusive Church with the Inclusive Church network and organising a social event for the polish community.

Black Lives Matter

The Black Lives Matter (BLM) movement in the summer of 2020 is actively anti racist and not simply against racism.

Religious Discrimination

Tamworth Borough Council is committed to eradicating religious hatred and intolerance for all religions and faith and also recognises the impact of wider world conflicts on our community.

Tamworth Borough Council has adopted the international Holocaust Remembrance Alliance (IHRA) definition of Anti-Semitism.

Deprivation

There is deprivation with the community which impacts on health and wellbeing. Working with partners we have supported deprived areas. For example, providing free sport and fun activities during the summer holiday and free to access community archaeology in school holidays, re-enactment events such as the Saxon longboat and Offa procession. Access to free and very low-cost activities remain a key objective for the museum service to ensure that residents can engage with their local history, heritage and culture. These opportunities are increasingly difficult to fund and require the service to focus resources and generate income.

Immigration

We are proud to welcome and support people from other countries and have provided active support to refugees. More recently nationally we have seen migration from areas of conflict, including Syria, Iraq, Afghanistan, Hong Kong and Ukraine. What all have in common is a need to access council services equitably, for housing, community spaces, transport and employment opportunities. As people from other countries, they may need extra support to use our service, integrate into our communities and understand their rights and responsibilities. They may have experienced significant trauma in their home countries or during their stay in the United Kingdom. This coupled with the stress of adapting to a new country can increase the risk of mental health problems. We have worked with asylum seekers and have also offered a weekly wood carving workshop as part of the heritage crafts project. This has engaged people from other countries with the local environment and provided regular wellbeing opportunities.

Our Environmental Health team are all trained in modern day slavery to be aware of the signs when carrying out inspections on commercial premises. The team have been working with immigration officers from the Home Office to identify premises that may be operating with illegal workers/in modern day slavery. Officers use Language Line for an interpretation service for any persons whose first language is not English.

We deliver a range of services, which we adapt and review to meet local needs and opportunities, and to take account of our funding situation. We offered a range of services that particularly support our community, the list is not exhaustive:

- A range of grants to support the voluntary and community sector to deliver local projects within the community
- We have commissioned a financial wellbeing, debt and generalist advice service and an outreach service with Citizens Advice Mid Mercia
- Tamworth Castle's heritage craft project takes craft activities into community spaces such as sheltered accommodation, libraries and community spaces to reduce financial and physical barriers to accessing heritage engagement.
- Increased outreach activities and digital access to our museum collections.
- Sheltered Lifeline Services – an adaptation to support living independently. The lifeline service supports those older tenants to live independently, providing a simple and effective way to communicate with their scheme manager or lifeline operator.
- Tamworth Advice Service offered welfare benefits and debt advice
- Community Infrastructure Levy (CIL) and Section 106 (s106) agreements: We work with developers to secure contributions towards appropriate infrastructure to mitigate the impact of development within Tamworth. The fund contributed £10,000 towards a project to surface an existing popular footpath in the north of the borough. The newly tarmacked surface now means safer and smoother journeys for pedestrians, pushchairs, and wheelchair users, all year round.
- We provided a successful winter relief project for Rough Sleepers and those homeless.
- We opened up Tamworth Assembly Rooms to provide a safe warm space in the winter and assisting residents in fuel poverty.
- We achieved the Silver standard of the Armed Forces Covenant by providing support to veterans and their families. We have close links with the Armed forces champion in the Department of Work and Pensions DWP to support

veterans and those leaving the forces to assist them with housing via the Council's housing register. Our Disabled Funding Grants team prioritise disabled veteran's needs.

- Supported the launch of Tamworth's park run.
- Provided free fun and sports activities to children in school holidays
- We were successful in achieving the Football Foundation grant which enabled a 3G football facility to open at Anker Valley which will target females into football and encourage wellbeing with walking football and active wellbeing sessions.
- Housing Solutions commissioned a further extension to the Tamworth Advice Centre contract delivering a satellite surgery at Sacred Heart to provide debt and generalist advice to the most vulnerable in our society.
- We successfully worked with Staffordshire County Council on the Homes for Ukraine scheme, securing accommodation, sometimes in an emergency and preventing homelessness from hosts for people fleeing a worn torn country
- Supporting wider refugees via the Afghan and Syrian resettlement scheme applying to the housing register.
- Carried out direct matches and higher banding awards for those in need of more suitable accommodation i.e those with disabilities that are unsuitably housed.
- Comply with the Social Housing Regulation Act, retaining housing stock that has disabled access i.e. Level access showers, wider doors, for those who need it.
- Housing Solutions Officers deal with clients every day who are homeless or threatened with homelessness of which many of this cohort have protected characteristics.
- A dedicated rough sleeper outreach officer who works closely with the same clients as above and those most disadvantaged in our community.
- We are signed up to the Staffordshire wide protocol to assist care leavers and homeless 16/17-year-olds.
- We have close links with partners supporting those recovering from substance misuse and addictions.
- We have close links and work with partners supporting victims of domestic abuse.
- All new policies and processes are Community Impact Assessed.
- Our websites comply with web content accessibility guidelines.
- Our graphic designs take care to show diversity in the images and photos used to represent Tamworth.
- We offer different formats for letters or information, in addition to offering a translation service including braille. In addition we have launched language line with access to translators and British sign Language interpreters.
- Revenues and Benefits staff undertake welfare visits to our most vulnerable customers
- Revenues and Benefits have implemented a Local Council Tax Reduction Banding scheme to assist our most vulnerable customers. We refer to debt advise agencies and engage with local partners to look to assist those who require debt advice and assistance
- Subtitles are used in all our videos shared online, enabling diverse communities to access the content.
- We supported PRIDE by flying the PRIDE flag in June for PRIDE month, demonstrating the Council is an LGBTQ+ ally.
- We supported awareness days, lighting the castle or flying the flag to mark important days, to highlight the issue/celebration and to show support e.g.

Holocaust memorial day, dementia awareness week, Armistice Day, Diwali, World Cancer Day.

- Held and supported Women's International Day involving local businesses to share, celebrate and promote women in the workplace.
- The council's annual survey is made available in a number of ways to make it accessible. It is available digitally, by completing a hard copy and completing over the telephone with a member of the team.
- We have a reasonable adjustments policy for customers to request adjustments to meet their needs.
- Our car parks include 39 accessible parking spaces across the town centre, we allow free parking for blue badge holders and we are continuing to review our parking facilities to make them more accessible for all.
- The Tamworth Enterprise Centre provides accessible office accommodation for small businesses to start up and grow.
- Regeneration projects including Future High Streets Fund are aimed at improving Tamworth, especially the town centre for all including making it a more accessible and inviting space. Specific improvements to come include widening the bridge from Market Street to the Castle grounds thus improving access, re-leveling St. Editha's square as part of the re-development of the public realm in Tamworth, and creating a second enterprise centre with further business spaces with greatly improved accessibility such as installation of a lift and more level access across floors.
- We introduced an annual Tamworth Civic Pride event which celebrates local heroes in the community representing a wide range of minority and voluntary groups that make a difference in Tamworth.
- We are a disability confident committed employer.
- We monitor and report on our progress against the gender pay gap.

22 Diversity and equality action plan 2025 – 2029

Priority areas for action:

The Local Government Association has outlined four areas of focus for equality, diversity and inclusion. We already incorporate these cross-cutting themes into our work, and we are committed to further action to put these at the heart of what we do.

This strategy outlines our priorities in delivering each strand of work and the context that each of these operates.

Priorities and actions will be reviewed annually to ensure the strategy meets changing legislative and operational priorities.

Area 1 - Understanding and working with our communities:

A focus on equality, diversity and inclusion is central to our community relationships. It is vital to understand that protected groups may have differing needs and what we can do to meet those, to prevent conscious or unconscious discrimination and unfairness.

Priorities:

Providing inclusive services, understanding and addressing barriers to accessing our services and community assets.

Action:

- Marmion House reception and council chamber refurbishment is accessible
- Providing alternative access to services for those who are digitally excluded
- Continue to use feedback from our community to develop our services
- Report on our comments, compliments and complaints and take positive action to address any equality, diversity and inclusion issues.
- Publicising an AccessAble guide for Tamworth
- Sports club engagement for adapted sports provision to ensure sport is inclusive and accessible for all
- Continuing to embed use of ALT text on images, and expanding accessibility pages on our websites and venues
- Working with the deaf community to better understand their needs

Priorities:

Promoting partnership working and actively engaging with diverse community groups to understand their needs and perspectives.

Action:

- To continue to work with the community to reduce exclusion
- Undertake the Community Cohesion survey and deliver on the actions and recommendations from the Community Cohesion 'Honest Conversations' Commission/Community Cohesion Plan, the working plan will commence in May 2025

- Having a more inclusive and representative Tenants Consultative Group
- Continue to work with partners to support emerging communities and new arrivals

Area 2 - Leadership and organisational commitment

The council has a key role to play in demonstrating leadership on equality, diversity and inclusion. We are responsible for providing investment and services that tackle inequalities. EDI runs through our strategies and will be a key part of our business and service plan.

Priorities:

Challenging discrimination: using our voice, our services and our economic influence to challenge prejudice and institutional discrimination.

Actions:

- We require our suppliers to show they operate in the highest standards, such as tackling modern day slavery
- Work with partners to be a leader in equality, diversity and inclusion
- Continuing equality and diversity training
- Deliver training on tackling hate crime by being an ally
- We will train elected members of equality and diversity issues so that they are well informed

Priorities:

Improving service design: building in a strong equality, diversity and inclusion process at the onset of policy and service design so that we meet the needs of our residents.

Actions:

- Use best practice to inform council policies and activity
- Explore attaining 'Compassionate Communities' status or 'City of Sanctuary'
- Our new Equality, Social Inclusion and Health Impact Assessment will ensure new policies and services fully consider the impact on protected groups.
- We will monitor the equality outcomes on new or updates services or policies.
- Develop a repository for Equality, Social Inclusion and Health Impact Assessments.

Area 3 - Responsive services and customer care

The needs of residents is at the heart of everything the council does. It is vital that our services and our staff can respond and adapt to the needs of all residents. We are committed to high levels of customer care and our HR policies outlines the standards and values we expect our workforce to uphold for each other and our customers.

Priorities:

Ensuring our services are accessible physically and digitally to ensure every contact counts

Actions:

- Champion digital inclusion and accessibility as we move towards digital by default services, working with partners to ensure access to devices, connectivity and skills development.
- Champion plain English in our correspondence
- Continue to drive a culture change towards empathy and a caring council
- Monitor and analyse data collected on harassment and hate crime and take appropriate actions to address issues identified
- Work with local partners and authorities to benchmark and share best practice around customer service delivery and inclusion
- Champion support networks for residents
- Explore proposal for residents to access multiple services in one place, through plans for Marmion House reception, Council office offer
- Explore developing Orchard/IT systems to capture required reasonable adjustments
- Working with the deaf and hard of hearing community to improve service accessibility
- Collating more comprehensive data on our tenants so that there is a greater understanding of their needs which is aligned to census data
- Being accessible to the community through offering face to face appointments to those who are digitally excluded
- Provide opportunities for individuals and groups to provide input to decision making processes
- To work with the community to reduce exclusion
- When services are reviewed and changes are proposed, we will carry out Equality, Social Inclusion and Health Impact Assessments to ensure the full impact of the changes are understood before decisions are made and maximum inclusion is achieved.

Area 4 - Diverse and engaged workforce

Equality and diversity will be prioritised internally. This includes commitments on recruitment, development and retention to ensure the workforce reflects the makeup of the town. Equality, diversity and inclusion will be embedded within our policy making and service delivery.

Priorities:

Becoming an inclusive employer: setting and promoting policies and providing training to foster an inclusive working culture

Actions:

- Establish an Equalities Steering Group
- Implement and embed the council's strategy and Equality Action Plan

- Publication of workforce data on an annual basis and compare against the community to ensure the organisation is reflective of the community it serves
- Publication of annual gender pay gap
- Develop and publish annual ethnicity pay gap
- Develop and publish annual disability pay gap
- Equality and diversity training is reviewed to ensure it is fit for purpose, addressing current themes or challenges
- Safeguarding and modern slavery training is delivered to all employees
- Publicising the council's zero tolerance of all forms of harassment in the workplace

Priorities:

Attract, recruit, develop and retain a diverse workforce

- Improve our data collection to help us understand the barriers and opportunities to recruiting, training and developing talented people from diverse backgrounds.
- Use staff surveys to collect information about our employees and use it to check that employment procedures and practices are fair, inclusive and transparent and continues our commitment towards creating a skilled and diverse workforce.
- Empowering employees to create staff networks that represent their interest and their experiences. Utilising staff networks to promote wellbeing and diversity and use them as a consultation group for relevant policies.

Feedback

We welcome all feedback on the content of this strategy.

You can contact us by emailing enquiries@tamworth.gov.uk, telephone 01827 709709.



Part 1 – Details	
What Policy/ Procedure/ Strategy/Project/Service is being assessed?	Diversity and Equality
Date Conducted	October 2024
Name of Lead Officer and Service Area	Jackie Noble HR
Commissioning Team (if applicable)	N/A
Director Responsible for project/service area	Anica Goodwin
Who are the main stakeholders	Employees and residents
Describe what consultation has been undertaken. Who was involved and what was the outcome	CMT TULG Members
Outline the wider research that has taken place (E.G.	

commissioners, partners, other providers etc)		
What are you assessing? Indicate with an 'x' which applies	A decision to review or change a service	<input type="checkbox"/>
	A Strategy/Policy/Procedure	<input checked="" type="checkbox"/>
	A function, service or project	<input type="checkbox"/>
What kind of assessment is it? Indicate with an 'x' which applies	New	<input type="checkbox"/>
	Existing	<input type="checkbox"/>
	Being reviewed	<input checked="" type="checkbox"/>
	Being reviewed as a result of budget constraints / End of Contract	<input type="checkbox"/>

Part 2 – Summary of Assessment
<p>Give a summary of your proposal and set out the aims/ objectives/ purposes/ and outcomes of the area you are impact assessing.</p> <p>To comply with the Equality Act 2010 which will ensure TBC’s employees and services it offers are not discriminatory.</p>
Who will be affected and how?

All employees - This policy provides guidance for of support.			
Are there any other functions, policies or services linked to this impact assessment?			
Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
If you answered 'Yes', please indicate what they are? All employees Landlord Services Health Inequalities Policy Housing Strategy TBC Corporate Objectives			

Part 3 – Impact on the Community			
Thinking about each of the Areas below, does or could the Policy function, or service have a <u>direct</u> impact on them?			
Impact Area	Yes	No	Reason (provide brief explanation)
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The policy applies consistent and fair treatment irrespective of age
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The policy applies consistent and fair treatment irrespective of disability and explicitly references reasonable adjustments
Gender Reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The policy applies consistent and fair treatment irrespective of gender reassignment

Marriage & Civil Partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The policy applies consistent and fair treatment irrespective of marital status
Pregnancy & Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The policy applies consistent and fair treatment irrespective of pregnancy and maternity
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The policy applies consistent and fair treatment irrespective of race
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The policy applies consistent and fair treatment irrespective of religion or belief
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The policy applies consistent and fair treatment irrespective of sexual orientation
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The policy applies consistent and fair treatment irrespective of sex
Gypsy/Travelling Community	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The policy applies consistent and fair treatment
Those with Caring/Dependent responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The policy applies consistent and fair treatment irrespective of those with caring responsibilities
Those having an offending past	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There may be a negative impact as some roles/taxi licences require a clean DBS
Children	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not a factor
Vulnerable Adults	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not a factor
Families	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not a factor
Those who are homeless	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not a factor
Those on low income	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not a factor
Those with Drug or Alcohol problems	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not a factor
Those with Mental Health issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not a factor

Those with Physical Health issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not a factor
Social inclusion. Please include refugees and asylum seekers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The strategy has a positive impact on refugees and asylum seekers with a greater emphasis on community cohesion
Social inclusion: Armed Forces The Armed Forces Covenant is a pledge that together we acknowledge and understand that those who have served in the armed forces, and their families, should be treated with fairness and respect and any impact should be considered	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not a factor
Health and Wellbeing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The strategy has a positive impact on health and wellbeing
Climate Change	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not a factor

Part 4 – Risk Assessment		
From evidence given from previous question, please detail what measures or changes will be put in place to mitigate adverse implications		
Impact Area	Details of the Impact	Action to reduce risk
Criminal record	Some roles require a clean DBS	Utilising the government’s DBS checker to ensure the role isn’t over vetted

Part 5 - Action Plan and Review

Detail in the plan below, actions that you have identified in your CIA, which will eliminate discrimination, advance equality of opportunity and/or foster good relations.

If you are unable to eliminate or reduce negative impact on any of the impact areas, you should explain why

Impact (positive or negative) identified	Action	Person(s) responsible	Target date	Required outcome

Date of Review (If applicable)

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