

The annual Equality Statement shows how we take into account the varying needs of those living, working and visiting our district and, in particular, the specific needs of people in our communities, such as older, disabled and young people and any needs arising from gender, religion or belief, race and sexual orientation.

Our Equality Statement shows how we are meeting the Public Sector Equality Duty (PSED), under The Equality Act 2010. It also helps our customers, staff, the Equality & Human Rights Commission, regulators and other interested parties to assess our equality performance and our compliance with equality legislation. It also shows how we are meeting the Equality Objectives we have set.

Our current Equality Statement is available to download at [www.lichfielddc.gov.uk/equalities2017](http://www.lichfielddc.gov.uk/equalities2017)

**If you would like this document in large print or another format, please contact Colin Cooke on 01543 308121 email [colin.cooke@lichfielddc.gov.uk](mailto:colin.cooke@lichfielddc.gov.uk) or Alison Bowen on 01543 308129 email [alison.bowen@lichfielddc.gov.uk](mailto:alison.bowen@lichfielddc.gov.uk)**

Our Equality Statement provides an overview of how we are meeting our equality based objectives and priorities, and gives some examples of current services which have a particular benefit for individuals with protected characteristics.

It also demonstrates how equality considerations are embedded in our decision-making processes and influence both our service delivery and our employment practices.

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# 1. Our equality duty

## Introduction

Under the Equalities Act 2010 we have a public sector equality duty which requires public authorities to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- foster good relations between people who share a protected characteristic and people who do not share it.

## What is a protected characteristic?

Under the Equality Act 2010, the following characteristics are protected characteristics:

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

## Our equality objectives

Our equality objectives help focus attention on the priority equality issues for Lichfield District Council in order to deliver improvements in policy-making, service delivery and employment, including resources allocation. We have three objectives:

1. We will scrutinise and improve access to our services ensuring that we treat people fairly, provide our customers with equal opportunity, and that we gain the business benefit of our services being accessible to the maximum number of people.
2. We will ensure that our workforce profile reflects best practice in recruitment and in consultation with our staff we will develop a culture that is both inclusive and open.
3. We will further promote the use of Equality Impact Assessments such that they become fully embedded in our planning and decision making process.

What we are doing to meet objectives is set out in Sections 3 and 4 of this document.

## 2. Who lives in our district?

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

We have considered the protected characteristics of our population using the Census 2011 to provide the majority of information. Unless otherwise stated data quoted is from the Census 2011.

Between 2001 and 2014 the total population of Lichfield District increased by 8.5% from 93,232 to 102,100. (National Office of Statistics Resident Population Estimates by Broad Age Band June 2014)

### Age

The largest population growth has taken place in the numbers of residents over 65 years of age and we expect this to continue in coming years. In 2001, 15.5% of residents (14,437) were aged 65 or over, by 2014 this had increased to 25.9% (26,444). Because of this when we are developing policies or changing services we need to have a particular focus on the needs of older people and this is reflected in our Strategic Plan. (National Office of Statistics Resident Population Estimates by Broad Age Band, Mid 2012).

### Disability

18.1% (18,270) of people living in our district have a limiting long-term illness. (National Office of Statistics Health and Provision of Unpaid Care, 2011) Since 2009, there has been a slight reduction in the number of residents claiming disability living allowance. The reduction may be due to changes in the assessment criteria and the introduction of Personal Independence Payments replacing disability living allowance for those aged 16 to 64.

Between 2009 and 2014, the number of people aged over 70 claiming disability living allowance rose by 48.5% (from 680 to 1010) and the number of 16 to 24 year old claimants rose by 239.1% (from 230 to 780). Data source; Nomis [www.nomisweb.co.uk](http://www.nomisweb.co.uk)

### Gender

The number of men and women in the district is almost equal, with 49.5% of the population in 2012 being male and 50.5% being female. (National Office of Statistics Resident Population Estimates by Broad Age Band, Mid 2012).

### Gender reassignment

Currently there are no statistics available for gender reassignment within the district.

## Marital status

In 2001, 60% of people living in the district, aged 16 or over were married, by 2011 this proportion had reduced to 55% and included 37 registered same-sex civil partnerships. (National Office of Statistics Marital and Civil Partnership Status 2011)

## Pregnancy and maternity

During 2015 there was a total of 910 live births to mothers that normally resided within the district, this was a decrease from 982 in 2014. (ONS live births by usual area of residence)

## Race

The ethnic make up of Lichfield District is as follows

Ethnicity	2011	% of population	2001	% of population
White British	95,263	94.6%	90,034	96.6%
White Irish/ other	2,123	2.1%	1,463	1.6%
Mixed	1,107	1.01%	499	0.53%
Asian or Asian British	1,711	1.7%	728	0.78%
Black or Black British	503	0.5%	237	0.25%
Other ethnic group	107	0.1%	274	0.29%

With the ethnic make up mainly being of people of white British origin, this can mean that those who do live in the district from other ethnic backgrounds may experience greater isolation and have less of a support network. We are working to ensure that this is understood by staff and elected Members. (National Office of Statistics Ethnic Group, 2011)

## Religion or belief (including non belief)

In 2011, 69% of residents classed themselves as Christians. This has decreased from 80% since 2001. 23% of local people state they have no religion which is an increase from 12% in 2001. 6.4% of people did not state their religion. The number of people of all other religions, including Buddhist, Hindu, Jewish, Muslim and Sikh has increased since 2001. (National Office for Statistics Religion 2011)

## Sexual orientation

There is no reliable data on the number of lesbians, gay men and bisexuals in the UK as no national census has ever asked people to define their sexuality. The monitoring of protected characteristics carried out by this Authority does include questions on this where appropriate.

### 3. How we deliver equality in services

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 also offer a range of services that particularly support individuals with protected characteristics and these include:

- Helping people to apply for disabled facilities grants to deliver adaptations within their home. In 2016 we helped over 66 people adapt their homes through disabled facilities grants.
- The leisure and parks service focuses on encouraging sport and physical activity participation amongst those groups of people that would benefit most: children and young people; the over 60s; those with disabilities; women and carers. To do this, the service provides a range of activities that target these specific groups including:
  - Coaching courses and sessions in swimming, football, gymnastics, trampolining, tennis, badminton, multi-games, dance for children and young people.
  - Swimming sessions for mothers and toddlers.
  - Supporting the School Games Programme.
  - Netball in Beacon Park for girls and women.
  - Walking football for older men.
  - 50+ Aerobics, Pilates and Relaxation classes at Burntwood Leisure Centre.
  - 50+ Exercise sessions and Silver Circuits at Friary Grange Leisure Centre.
  - Multi-sports clubs for adults with learning difficulties at Burntwood Leisure Centre.
  - Getin2it activities for young people most at risk of adverse behaviour; including Parkour, boxing and trampolining, multi-sports and Streetcheer.
  - Disability horse riding, women's hockey, Parkour and Girls Rugby funded by the Sportivate programme.
  - Cardiac Rehabilitation programmes at Friary Grange Leisure Centre.
- The Inspire disability multi-sports club is designed for children with disabilities (aged 5 – 18 years), their siblings and their parents. The free club gives local families the opportunity to try a range of sports in a relaxed and informal atmosphere with qualified coaches. The club runs fortnightly on Thursday evenings at King Edward VI Leisure Centre.
- To further encourage participation, Our Leisure Activity Passports (LAP) offer up to 30% savings on leisure activities across the district. People aged over 60, those on means tested benefits, people with disabilities and registered carers can apply for a free passport. At 1<sup>st</sup> April 2016 our leisure centres had 3,275 members from targeted groups, by October 2015 this had increased to 3,528 (an increase of 7.7%).
- All children on coaching courses also receive a free LAP to encourage increased participation, and those on swim courses are also eligible for free swimming.

- In addition we have run archery sessions for older males and females, funded by Targeting Faces, GB Archery and These Girls Can Sessions which targeted inactive young women between 14-25 years old.
- Commissioning the voluntary sector to provide services through Service Level Agreements. Services funded include; supporting young people into work, helping new mothers and fathers who have mental health needs, helping vulnerable people remain healthy, safe and independent within their own homes and neighbourhoods, supporting victims of domestic and sexual abuse and leisure activities and social inclusion opportunities for 10 to 19 year olds.
- Awarding small grants funding from £350 to £5,000 to local voluntary and community groups. Grants awarded in 2016 included:
  - Member outings for Lichfield and Burntwood Social Club for the Blind
  - Funding to develop a sensory garden including wind chimes and materials for a barefoot walk
  - Funding towards an over 60's Christmas party for Longdon Old People's Welfare Committee
  - Funding towards marketing support and professional fees for Saxon Hill Community Connect
- Projects completed under our Section 106 process, which involves engagement with all sectors of the community so that the views and needs of all groups are considered. Section 106 agreements themselves are, by definition, designed to help make sure new developments enhance local communities and to reduce the impact of developments on local areas. They help to create better quality environments in, and around, new developments, which can range from improving roads and building new community facilities, to creating open spaces and improving local schools. Examples of projects that have positively impacted on specific groups include putting in an accessible roundabout in a play area, installing bus shelters and adding a handrail to a footpath.
- Ensuring our website is accessible by:
  - Ensuring differentiation of colour so that people who cannot differentiate between certain colours and users with devices that have non-colour or non-visual displays can access information.
  - Providing clear and consistent navigation mechanisms – orientation information, navigation bars, a site map etc. – to increase the likelihood that a person will find what they are looking for at a site.
- Making our main customer contact point, Lichfield Connects, accessible. Our reception area has a portable hearing loop that is made available to those who need it, and the desks have been selected to be wheelchair user friendly. We also have a disabled toilet available to the public which uses a radar key for access. Connects staff have all received Safeguarding training, they also help people with learning difficulties with managing their finances and assist people with blue badge applications.

- Providing free additional bins to families where extra waste is generated because of a medical condition, those with children in nappies, and for families of six or more, in 2016 we supplied 364 additional bins which is an increase compared to 353 in 2015.
- Our Joint Waste Service supplies the bin collection calendar in braille.
- Providing assisted bin collections for people who struggle to get their bins to the roadside for collection, such as older residents and people with disabilities. In 2016 we assisted 838 homes with these collections.
- Our streetscene team trim back hedges within the district to allow clear access to footpaths.
- Electoral services changed the location of a Polling Station to ensure accessibility.
- The Local Plan Allocations Document, which went to Overview & Scrutiny Committee in December 2016, included an allocation for a gypsy site and future sites that will include elements of affordable housing.

## 4. How we improved equality in our services in 2016

In the 2016 Equality Statement we identified the following service equality priorities.

What **we said we would do** and what we did:

**1. We said we will ensure that our new Strategic Plan is subject to an Equality Impact Assessment.**

This was completed on 28 January 2016 and found positive impacts on the elderly by providing support to older people to stay active and healthy, more volunteering and recruitment opportunities for older people and by reducing the fear of crime (this being more prevalent in the elderly population). In addition the Strategic Plan highlights the lack of affordable homes which impacts on younger people and aims to influence and encourage apprenticeships and other work based schemes. Also included in the Plan is promotion of healthy and active lifestyles including young people and coordination around safeguarding and Child Sexual Exploitation. The Strategic Plan also has a positive impact on disability by a commitment to deliver accessible car parking, providing support to people with disabilities to stay active and healthy and by delivering a programme of Disabled Facilities Grants

**2. We said we will continue to monitor the protected characteristics of service users and consider the expansion of this monitoring into other service areas where possible.**

We were unable to expand this into other areas during 2016 due to staff changes and a re-structure, the results of monitoring are included in the Population Profile of Lichfield District by Equality Strands 2016.

**3. We said we will continue to analyse and track equality monitoring data from our services such as the Housing Register, Housing Enquiries, Taxi Licensing, Complaints and Community Safety.**

The results of this are included in the population Profile of Lichfield District by Equality Strands 2015.

**4. We said we will continue to undertake equality impact assessments and plan to assess the following:**

**Revenues & Benefits Customer Services** The Equality Impact Assessment (EIA) for the Fit for the Future Revenues & Benefits Service Review did not identify any impacts on those with protected characteristics.

**The Customer Promise** The Equality Impact Assessment (EIA) for the Customer Promise was completed in February 2016, no negative impacts were found although reference to assistance to be provided to those with a hearing impairment was to be included in the Customer promise.

**Appointeeships** This is a service to help vulnerable adults manage their money, and will be completed during 2017.

**Mill Lane Link Review** The Mill Lane Link Review is in progress, an EIA will be completed once potential outcomes have been identified.

**Empty Property Policy** The Equality Impact Assessment (EIA) for the Empty Homes Policy was completed in February 2016 and was found to have no impact on specific protected groups, but it did recommend that a flowchart was included in the policy to help those that find it difficult to read large quantities of text to understand the process.

**Housing Assistance Policy** The Equality Impact Assessment (EIA) for the Housing Assistance Policy was completed in September 2016 and found no negative impact on those with protected characteristics.

**Regulatory & Licensing Appeal Procedure** An Equality Impact Assessment (EIA) for the Regulatory & Licensing Appeal Procedure will be completed during 2017, this was delayed due to staffing changes and a restructure.

In addition to the above, an Equality Impact Assessment (EIA) on the Food Safety Service Delivery Plan 2016 - 2018, completed in February 2016, found no impact on any groups. EIA's conducted on bin stickers in June 2016 also did not find any impact.

**5. We said further actions for 2016 will come from our service planning process by June 2016 which will be completed in April 2016. An action plan will be formulated based on the service plans and monitored during the year.**

September 2016 the Street Trading Policy included in the Service Plan for Environmental Health was subject to an EIA which found that the use of DBS checks will have a positive impact on young people and those at risk of abuse or neglect. Negative impacts were found in that the policy did not mention the availability of assistance with the completion of application forms (this has now been added) and that gypsies, travellers and refugees/ asylum seekers in order to undergo a DBS check would need supporting documentation of having the same address over the previous three months.

Equality Impact Assessment (EIA) for The Counter Fraud & Corruption Policy and Whistleblowing Policy were included in the Service Plan for Audit, both had Equality Impact Assessment (EIA) completed in July 2016, neither of which found any impact. An EIA on the provision of football pitches in Lichfield City from the Service Plan for Sports Development was completed in August and found a positive impact on those under the age of 17 by allowing Beacon Park to host primarily junior football which ensured access to changing rooms and toilets and also provided better, safer facilities for female players, particularly girls. In addition Lichfield FC, being a Charter Status club, will employ a Safeguarding Officer for young people. The Service Plan for Communications included an Equality Impact Assessment (EIA) for the summer 2016 edition of LDC News which was completed and found no negative impacts, the magazine is also delivered to adopted Gypsy and Traveller sites in the district.

**6. We said we will continue to maximise take up of Discretionary Housing Payments thus supporting vulnerable people and helping to prevent homelessness.**

A revised DHP Policy has been prepared and member approval will be sought in January 2017. The revised policy will enable us to provide more assistance, especially to those affected by the Welfare reform.

**7. We said where services are reviewed under Fit for the Future and changes are proposed equality impact assessments will be carried out to ensure that the full impact of changes is understood prior to decisions being taken.**

The Equality Impact Assessment (EIA) for the Community Transport Fit for the Future Review found that ending the service would have a negative impact on some groups with protected characteristics as younger and older people are the main users of the service, some disability groups are also regular users of the service. It also concluded there would also be a negative impact on carers as some may benefit from the respite the service can provide and people cared for are able to benefit from the service. However the review also identified the existence of alternative providers with the capacity to meet the community transport needs of Lichfield user groups. In order to mitigate the potential negative impact an action plan has been developed which has identified the needs of the service users and aims to identify a replacement service from other providers.

**8. We said we will ensure that that projects which are implemented from the Local Plan and Community Infrastructure Levy projects are subject to an Equality Impact Assessment.**

An Equality Impact Assessment (EIA) for Developer Contributions Supplementary Planning Document was completed in January and did not find any negative impact. It did show that funding secured to facilitate the delivery of a range of services may deal with issues relating to marriage and civil partnerships and that community cohesion, inclusivity, narrowing the equality gap and access to services and facilities are key elements of Sustainable Communities, the principles of which underpin the Local Plan Strategy.

**9. We said the Hate Crime Policy will be finalised, put in place and monitored. Any issues arising from monitoring will be pursued.**

The Policy has been finalised and updated to reflect the inclusion of Communities Against Crime of Hate (CACH) who are to provide support and advice to victims across the District. CACH also work for other local councils in the south of the county including Cannock, Tamworth, South Staffs, East Staffs and Stafford Borough. A Service Level Agreement (SLA) with CACH for this work has been agreed.

**10. We said the small grants application process will be reviewed and subject to an Equality Impact Assessment.**

A small scale review took place in February 2016 with a view to completing a more comprehensive year by January 2017. This review is underway and an Equality Impact Assessment (EIA) is planned for the New Year.

**11. We said when conducting customer surveys we will continue to assess progress against our equality objectives.**

No customer surveys were carried out during the year, these are planned to commence in 2017.

**12. We said we will increase the amount of equalities guidance and information that is available on our intranet so that employees have easy access to equalities information.**

The amount of equalities guidance and information has been increased and, following a request from the Directorate Equality Leads Group, pages on Brian, our intranet, have been revised to help with clarification.

## 5. Our service equality priorities for 2017

**We will continue to undertake equality impact assessments and plan to assess the following:**

1. We will review our Equalities Policy and our equalities objectives to ensure they reflect our equalities commitments and provide a framework for progressing these commitments.
2. We will continue to maximise take up of Discretionary Housing Payments thus supporting vulnerable people and helping to prevent homelessness.
3. We will continue to monitor the protected characteristics of service users and consider the expansion of this monitoring into other service areas where possible.
4. Where services are reviewed under Fit for the Future and changes are proposed equality impact assessments will be carried out to ensure that the full impact of changes is understood prior to decisions being taken.
5. When conducting customer surveys we will continue to assess progress against our equality objectives.
6. We will ensure that projects which are implemented from the Local Plan and Community Infrastructure Levy projects are subject to an Equality Impact Assessment.
7. Further actions for 2017 will come from our service planning process by June 2017 which will be completed in April 2017. An action plan will be formulated based on the service plans and monitored during the year.
8. We will work to ensure all elected Members have completed recent Equalities training.
9. In addition we will also work to ensure all elected members have completed recent training in Safeguarding and Child Sexual Exploitation.
10. Training for elected members on Hate Crime and Prevent will be carried out in January 2017
11. The Shopmobility service will be subject to a review that will be completed in the spring of 2017 and the equality implications considered.
12. The small grants application process will be reviewed and subject to an Equality Impact Assessment
13. We will continue to embed equalities, and our corporate value of having respect for everyone, in how we work as a council and all that we do. We will measure this through our employee survey in 2017.

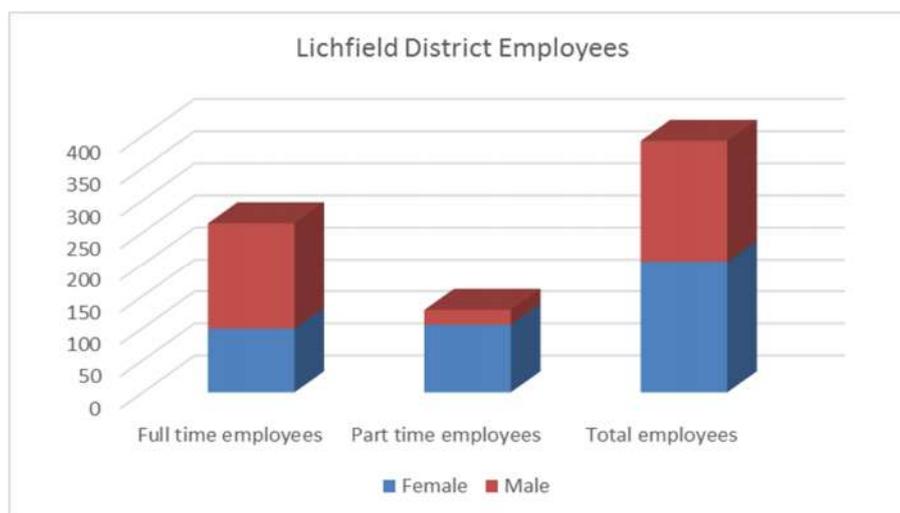
## 6. How we deliver equality in employment

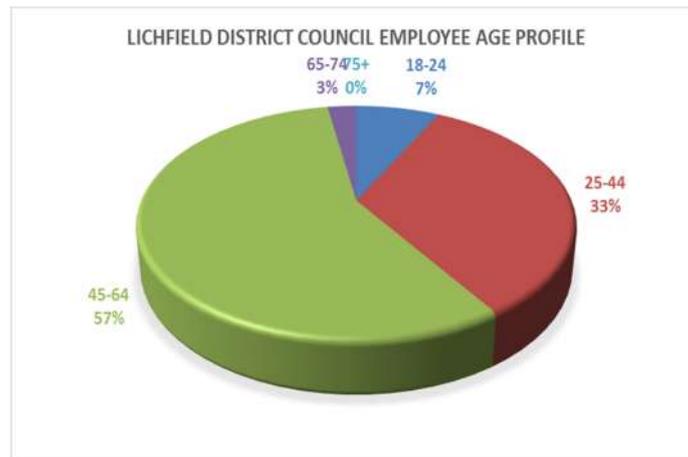
We aim to provide an inclusive, respectful and discrimination free work environment for all our employees. We want all our employees to feel respected, appreciated and be able to do a good job to the best of their ability.

We have identified three core values that our staff and councillors work towards. One of these is that we respect everyone by listening to one another and understanding each other's views and pressures. One of the ways we demonstrate this is by valuing diversity and welcoming the different perspectives others can provide to discussions and problem solving.

We are also committed to promoting and encouraging a culture where people can openly and constructively express their feelings without fear of retribution and criticism. In support of this we maintain up to date policies on Whistleblowing (updated in July 2016) and the Prevention of Bullying & Harassment to ensure that employees can raise concerns in confidence without fear of recrimination. We also continue to make adjustments to meet the needs of employees with a disability.

We have a total of 392 permanent and temporary employees of which 188 are women (48% compared to 50.5% of residents in the district), 204 are men (52% compared to 49.5% of residents), 2.4% are from black and minority backgrounds (compared to 3.3% of the district) and 4% have a disability (compared to 18.1% of residents). Of these 261 are full time employees and 131 part time. The graph shows the ratio of male to female staff for all staff.

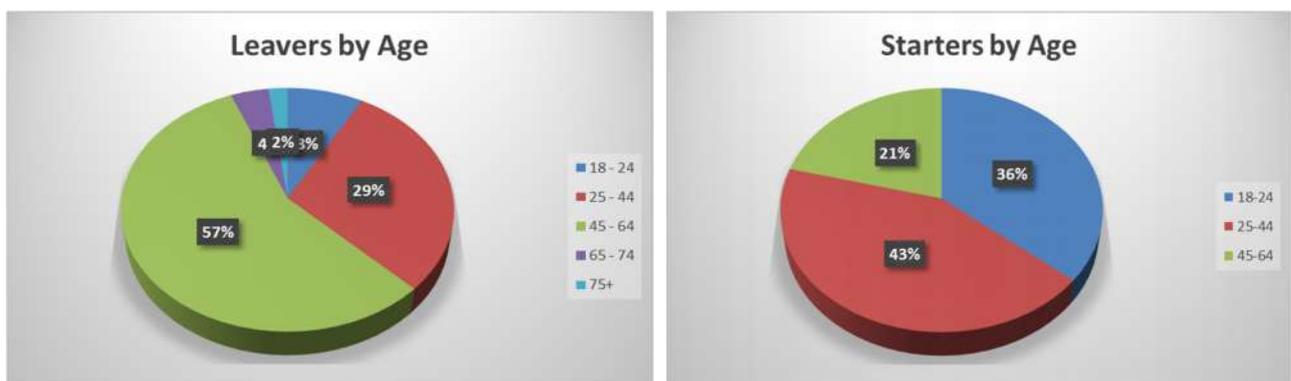




The chart above shows that 7% of our workforce are aged between 18 and 24 (compared to 7.4% of residents), while 33% are aged between 25 and 44 (24.1% of residents). The majority of employees (57%) are aged between 45 and 64 (28.4% of residents).

We regularly collect information relating to our employees and this helps us monitor changes in our workforce profile. In 2015-16 an analysis of employee turnover revealed that 38% of leavers were under the age of 44 and 63% over the age of 45, the chart below gives a full breakdown. 2% of leavers took voluntary redundancy, 2% were compulsory redundancies, 10% were due to retirement, 6% left because their contract ended, 69% left for other employment, 4% left as part of a Transfer Under Protected Earnings (TUPE) or settlement scheme.

In addition, an analysis of new starters during 2015-16 showed that 36% were between the ages of 18 - 24, and 43% were between the ages of 25 – 44, a further 21% were between the ages of 45 – 64. The chart below shows the complete breakdown by age.



When changes are proposed Human Resources consult with employees both as individuals and collectively through Employee representatives. There has been consultation on changes proposed as part of the Fit for the Future budget reduction programme via the Employee Liaison Group, the Corporate Liaison Group and team meetings. Consultation has also taken place about the development of a new code of conduct and updates to a range of HR policies.

## 7. How we improved equality in employment in 2016

In the 2016 Equality Statement we identified the following employment equality priorities.

What **we said we would do** and what we did:

**1. We said we will continue to equality impact assess key policies, procedures and procurement, including considering the implications of savings proposals under Fit for the Future, which may impact on staff with protected characteristics.**

The Counter Fraud & Corruption Policy and Whistle Blowing Policy both had EIA's completed and were found not to impact on any groups with protected characteristics. EIA's for the Fit for the Future Revenues & Benefits Service Review and the Development Services Review did not identify any impacts on staff with protected characteristics.

**2. We said we will continue to collect, analyse and publish key workforce data.**

Workforce data has been collected and is published as part of this Equality Statement (see above).

**3. We said the suite of Human Resources policies being refreshed under the Fit for The Future Review will be subject to an Equality Impact Assessment.**

The policies have been subject to revision and the Equality Impact Assessments were completed in December 2016. No negative impacts were found, all of the policies had a positive impact under disability in that they allowed the ability to respond to individuals needs. The Code of Conduct has also been revised and this includes recognition of the council's equalities obligations, the EIA found that this also allowed for the ability to respond to individual needs under disability.

**4. We will continue to increase the number of staff that successfully complete equality awareness training so that at least 50% of all employees have completed training and 100% of all employees in front line customer facing roles.**

178 out of 392 (45%) current staff have had Equality and Diversity training within the last 2 years. The %age of staff trained varies across services from 8% in Joint Waste to 100% in Legal, Property and Democratic Services. 146 out of 332 (44%) of front facing staff (not including casuals) have had training in the last 2 years. During 2016 53 members of staff received training, of which 47 were customer facing. A training plan will be devised and actioned during 2017.

## 8. Our employment equality priorities for 2017

### **This year we will deliver the following:**

1. We will continue to equality impact assess key policies, procedures and procurement, including considering the implications of savings proposals under Fit for the Future, which may impact on staff with protected characteristics.
2. We will continue to collect, analyse and publish key workforce data.
3. We will continue to increase the number of staff that successfully complete equality awareness training so that at least 50% of all employees have completed training and 100% of all employees in front line customer facing roles.
4. We will carry out a follow up Employee Survey which will include a question to ascertain if we have achieved a culture that is welcoming and supportive to all.

## 9. How we monitor progress and identify equality issues

Monitoring our progress and ensuring we have the right data to both inform and review how well equality issues are embedded into our services, underpins our service delivery. Here's how we achieve this:

- The actions and priorities identified in the Equality Statement for 2017 will be monitored throughout 2017 and progress reported in the council's next Equality Statement (to be published 31 January 2018).
- Our service plans include a 'being fair' section that specifically relates to equality impact assessments and the priorities set out in the Equality Statement.
- Our Community, Housing & Health (Overview and Scrutiny) Committee will review and monitor progress made against the Equality Statement 2017 as part of their work programme for this year. In addition the Committee will seek to identify any areas for improvement.
- We regularly review our Equality Statement action plan to ensure service commitments, progress and priorities are met.
- We also now have an officer Equalities Working group who have a role in monitoring progress and who review progress midyear
- We are monitored by the Equality and Human Rights Commission and the government's Equalities Office to ensure equality issues are addressed.
- We continue to support the Lichfield and District Disability Partnership Panel, seeking to ensure both existing and new policies and projects consider the needs of people with disabilities as and when required.

## 10. Getting the right data

We use national and local data to produce a profile of the district.

This data is published annually in our Lichfield District Community Profile which can be downloaded at [www.lichfielddc.gov.uk/equalitystatements](http://www.lichfielddc.gov.uk/equalitystatements)

We use population profiling to help identify local priority issues. One very clear message that comes through from local data for example is the high proportion of over 65 year old people (25%) in our community.

However, we have much less data on other protected characteristics such as sexual orientation, and are conscious of the sensitivities around collecting this information. Nonetheless, we have included questions regarding this in our monitoring of protected characteristics, and collect the information where appropriate.

## 11. Any questions?

Our Equality Statement is available to download at [www.lichfielddc.gov.uk/equalities2017](http://www.lichfielddc.gov.uk/equalities2017)  
If you have any questions about our Equality Statement 2017, please contact Colin Cooke on 01543 308121 email [colin.cooke@lichfielddc.gov.uk](mailto:colin.cooke@lichfielddc.gov.uk) or Alison Bowen on 01543 308129 email [alison.bowen@lichfielddc.gov.uk](mailto:alison.bowen@lichfielddc.gov.uk)

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