**Craven District Council**

**Annual Equality Report 2017-18**

**Published: November 2018**

**Contents**

**Summary 3**

**Introduction 4**

Our Commitment 4

Our Responsibilities 4

Meeting our Responsibilities 5

Providing Information and Services 6

**This Report 8**

**About Craven 9**

**Equality Analysis 10**

**Procurement 10**

**Working with our Communities 10**

**Working in Partnership 11**

**Knowing our Communities 12**

**Part 1: Craven District Council Employees & Councillors 13**

**Part 2: Cravens Communities 18**

**Age 18**

**Disability 20**

**Gender Reassignment 21**

**Marriage and Civil Partnership 22**

**Pregnancy and Maternity 23**

**Race 24**

**Religion or Belief 26**

**Sex 27**

**Sexual Orientation 27**

**Rurality 28**

**Case Studies - How we are working to meet our Equalities Duties 29**

**Improvements to our Facilities and Services 29**

**Improvements Through Working in Partnership 31**

**Supporting Improvements in our Communities 34**

**Appendix 1: Equality Reporting Structure 39**

**Summary**

This report sets out how Craven District Council is meeting its equality duties from 1st April 2017 – 31st March 2018

The production of this report has identified the key equality issues affecting Craven District Council service users and employees based on evidence gathered from within the Council, its partners and at a national level.

This information will help the Council to inform the development of its services to make them as effective as possible for everyone.

By carrying out equality analysis the Council can better understand how the decisions we make impact on people with different protected characteristics and can therefore plan services more effectively.

By gathering equality data we know that the main issues affecting Craven’s communities are:-

* Ageing population,
* Rurality and access to services
* Housing

The rural nature of our area means that many residents live further away from key services than the regional average and this can lead to cases of rural isolation.

Craven District Council equality objectives were published by the Council in April 2012 and refreshed in April 2016, each year new actions are established to help meet our equality objectives.

The information contained in this report will help the Council develop actions which support these equality objectives and ensure better outcomes for the people in Craven.

This report contains the most current data sets available and is for the financial year 2017-2018 (1 April 2017 – 31 March 2018).

# Introduction

## Our Commitment

Craven District Council welcomes and celebrates diversity and the strengths this brings to our communities and workforce. The council aims to provide excellent and efficient local services enabling everyone to fulfil their potential. To do this we must give everyone equal access to services and job opportunities.

Treating everyone the same does not necessarily give people equality of opportunity. Sometimes we need to treat different people in a different way to give them equal access to a service or job.

## Our Responsibilities

The Equality Act 2010 says that we must not treat people unfairly because of age, disability, sex (gender), gender reassignment, sexual orientation, race, religion or belief, pregnancy or maternity, marriage or civil partnership. These are called “protected characteristics”.

As a local authority we must:

* Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Equality 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.

## The protected characteristics are :-

## Age

## Disability

## Gender reassignment

## Marriage and civil partnership (only in respect of eliminating unlawful discrimination)

## Pregnancy and maternity

## Race

## Religion or belief

## Sex (gender)

## Sexual orientation

## Meeting our Responsibilities

Everyone has a part to play to realise our vision for Craven to be **a prosperous place with strong, vibrant and diverse communities.** We will work with our communities and partners to achieve our vision.

As part of meeting our equality responsibilities we make the following commitments.

* We will treat staff and customers with dignity and respect.
* We will develop our councillors and staff to help us meet our equality duties.
* We will use information and talk to people to identify where inequality exists so that we can plan to tackle it.
* When it will help us to improve our services and to understand how we are meeting our equality duties, we will ask questions about people’s protected characteristics, including age, race, gender and disability. We will always make it clear that people do not have to answer these questions and that they will still receive the services they need. We will keep personal data confidential.
* We will consider equality issues when we deliver our services. Our service plans will include any major equality actions that we plan to undertake. We publish least one equality objective every four years which will help us focus on some of the areas which we want to improve.
* When we think about changing our services we will make sure that those making the decision know how the change could affect people with any of the protected characteristics. We will collect information about how people might be affected before making a decision. If the change might cause difficulties for people with a protected characteristic, we will do our best to find ways to reduce this impact. If we can’t then we should think carefully about whether we need to make the change to achieve a legitimate aim.
* We have a duty to make reasonable changes to the way we do things so that disabled people can use our services and work for us. We recognise that everyone is different and we will treat people as individuals.
* We will make sure that anyone who provides a service for us treats people fairly. We will do this through our procurement process and by monitoring their work.
* We will recruit, select, train and promote staff fairly. We will try to get the make-up of our staff to match our communities. We will have clear systems for staff to complain if they are treated unfairly.
* We will make it easy for customers to complain if something goes wrong and we will respond quickly and efficiently.
* If we find that anyone has broken our equality policy we will investigate and take disciplinary action if appropriate.
* We will monitor our equality actions through our usual reporting systems, illustrated in appendix one.
* We will publish information each year in our Equality Report to show how we are meeting our equality duties.

**Providing Information and Services**

All information produced by the Council is available in a variety of formats including Braille, audio, large print and a variety of languages. An accessibility logo should be included on all Council publications.

**Council Website**

Craven District Council is committed to ensuring this website can be accessed and used effectively by the vast majority of our website users. The information on the website should be available to the widest possible audience, regardless of technology or ability. It is accessible to a variety of disabled users and has been assessed by external assessors for accessibility. The website has features to change the contrast and font size. The accessibility page on the website provides the latest information.

This website has been built to closely adhere to as many web standards as appropriate; reference has been made to the Disability Discrimination Act, PAS 78, W3C Web Accessibility Initiative, E-GIF and Metadata standards such as the IPSV.

We aim to conform to Level AA of the World Wide Web Consortium (W3C) W3C Web Content Accessibility Guidelines 1.0

Accessibility has been measured and reported on as part of the annual SOCITM Better Connected survey and our internal guidelines prescribe standards for clarity of content and clear website page design.

In January Craven District Council launched a new website to provide better online services for residents, businesses and visitors. As part of the development of the new website members of Craven Disability Forum were asked to test the site for accessibility and reported that they found the new site easier to use.

**Publishing Council Information**

Craven District Council offers all information produced by the Council in a variety of formats which include, Braille, audio, large print and a range of languages. The logo below is printed on all or our publications so that customers are aware of the different options to access information produced by Craven District Council. Documents are published in Arial 12 based on the guidelines for Clear print developed by RNIB.

**Access to Council Premises and Services**

Craven is a three tier system of authority; this means the district has Parish and Town Councils, Craven District Council and North Yorkshire County Council. All of these authorities deliver different services to Craven’s communities. The following services are delivered to the public by Craven District Council:

• Leisure Facilities & Sport Development

• Housing, Environmental Health & Licensing

• Community Safety

• Bereavement Services

• Planning and Building Control

• Economic & Tourism Development

• Museum, Cultural Facilities & Arts Development

• Facilities and Event Management

• Revenues and Benefits

• Election Administration and Democratic Services

• Waste Management

• Community Development

• Communications, Partnerships and Engagement

The Belle Vue Square offices are shared with North Yorkshire County Council which means that residents are now able to access many public services from one town centre location. The building complies with disabled accessibility regulations. Features include; hearing loops, lifts, accessible toilets, location of the building, ramped access, a changing places facility, power assisted doors, knee recesses for wheelchair users in all kitchens, three height adjustable desks and consistent lighting. The offices are also registered as a Safe Place under the North Yorkshire Safe Places Scheme which means that anyone who might need help and support when they are out and about in the community can call in to get assistance.

Craven Leisure, our Pool & Fitness Centre is built on one level to allow complete access to any customer regardless of their ability. The centre has four disabled toilets, two with shower facilities and one of this with a changing bed and disabled hoist. The pools have a fully submersible hoist that allows customers to swim from one pool to the other (without leaving either pool). The Centre is Inclusive Fitness Initiative (IFI) accredited. A hearing loop is available throughout the centre.

Skipton Town Hall has two accessible entrances to Skipton Town Hall (side and rear of the building) which allows residents and visitors to access the town hall, Skipton Tourist Information Centre and Craven Museum & Gallery. There is a disabled toilet on the ground floor. There is a lift from the ground floor to the first floor to allow access to some office space and the Council Chamber. The Tourist Information Centre is also registered as a Safe Place under the North Yorkshire Safe Places Scheme which means that anyone who might need help and support when they are out and about in the community can call in to get assistance.

The Crematorium has disabled access around the cemetery, Crematorium Chapel and Book of Remembrance Chapel. A fully accessible toilet is available on site and disabled access is reviewed as part of on-going improvements to the Crematorium.

# This Report

This report will demonstrate how Craven District Council ensures it is complying with the aims of the Equality Duty and will be broken into two sections to show how:

1. **Craven District Council Employees & Councillors**

Information relating to employees who share protected characteristics.

1. **Cravens Communities**

Information relating to people who are affected by the public body’s policies and practices who share protected characteristics.

This report will consider the protected characteristics covered by the Equality Act 2010; these are the grounds upon which discrimination is unlawful.

This report contains the most current data sets available and is for the financial year 2017-2018 (1 April 2017 – 31 March 2018).

All information published will be as recent as possible and all data sources will be referenced.

## The report can be downloaded from our website and paper copies are also available from Belle Vue Square.

## Copies can be made available in a range of formats on request including audio, braille, large print and a variety of languages.

## You can also request a copy by contacting the Partnerships Officer;

## Communications and Partnerships,

## 1 Belle Vue Square,

## Broughton Road,

## Skipton,

## BD23 1FJ

## T: 01756 700600 E: contactus@cravendc.gov.uk

## Data protection

In accordance with the Data Protection Act 1998 information published in this report will not identify individuals and Craven District Council will not publish information about groups of fewer than ten people.

About Craven

Craven is one of the most beautiful areas in Northern England. Its outstanding landscape is reflected in the designation of two thirds of the District being situated within the Yorkshire Dales National Park.

The District is the most westerly in North Yorkshire, spread across 1179 square kilometres of land that extends north from a boundary near Skipton, with West Yorkshire to the south-east, Lancashire to the west, and Cumbria to the north-west.

Craven is a rural district with a sparse population, 2015 population estimates of the district were 55,801[[1]](#footnote-1). Craven’s largest town is Skipton and the majority of Cravens population is concentrated in the Skipton and West Craven and South Craven areas.

Craven’s other towns include Settle in Mid Craven, Ingleton and Bentham in North Craven and Grassington in Wharfedale. The district also has a number of smaller scattered villages and hamlets.

## Craven’s key issues

The rural nature of the district poses several challenges when delivering services to such a sparse population. The big issues affecting the residents of Craven are:

**Transport** - Craven’s main road and rail links are to Leeds and Bradford, and also Lancashire and Cumbria. The A65 links the urban areas of West Yorkshire to the Dales and further to the Lake District. Craven is also within easy reach of Leeds/Bradford and Manchester airports. 17.5% of households do not own a car or van[[2]](#footnote-2), with many of these households being located in Gargrave and Malhamdale, Glusburn, Ingleton and Clapham, Skipton East, Skipton North, Skipton South, Skipton West, and Sutton in Craven.

Without access to personal transport accessing local services can be difficult, one third of the rural population are more than 4km away from the nearest bank, a quarter are more than 2km from the nearest post office and two fifths are over 4km from the nearest doctors surgery. The majority of working people in Craven travel to work by car and less people use public transport to get to work than the English average.

**An ageing population** - Craven’s total population has a greater proportion of people aged over 65 and a smaller proportion of people are aged 20-29 years compared to other areas of the country. People in Craven have better health and longer life expectance than the national average, however there are more people aged over 65 reporting a limiting long term illness than the English average.

**Housing -** Craven has significantly less property available to rent, partly because of the number of houses reserved for holiday lets, and house prices are very high in relation to local wage levels.

There are even higher pressures within the National Park area, where average house prices are over eight times average incomes.

This means that many people, especially young adults, cannot afford to buy housing in the district and so move out of the area. Nearly half of the housing in Craven was built before 1919 and the housing stock is less energy efficient than the average in England.

# Equality Analysis

Craven District Council places a strong emphasis on equality analysis. When developing policies and making decisions, the Council will make sure that those making the decisions know how the change could affect people with any of the protected characteristics. If the change might cause difficulties for people with a protected characteristic, we will do our best to find ways to reduce this impact.

If we can’t then we should think carefully about whether we need to make the change to achieve a legitimate aim.

The Council has links with a range of local community groups that it consults with around specific issues when completing equality analysis. These groups are often consulted when developing and refreshing policies, strategies, procedures and functions to ensure that we are meeting the needs of our local communities.

All of the Councils equality analysis is publically available via the [Council website](http://www.cravendc.gov.uk/EIAS) and are available in a variety of formats on request including Braille, audio, large print and a range of languages. We welcome people to challenge any equality analysis carried out by the Council.

# Procurement

The Councils procurement process of acquiring goods, works and services from third parties and from in-house providers reflect the Council’s commitment to equality and diversity. The Council will seek to ensure that all external contractors that may deliver services on behalf of the Council embrace the principles of equality and diversity.

# Working with our Communities

The Craven District Council Plan 2017- 2020 outlines the Council’s priorities and how local citizens are supported to be involved in their communities.

The Council recognises the decisions it makes and the services it delivers will be used by different people in different ways. Therefore Craven District Council aims to involve all communities in the decisions which affect them. All of our current consultations are listed on our website on the “Have your say” pages and advertised through all of usual methods of communication including Twitter, newsletters and the Residents Feedback Panel. Feedback about past consultations is is also available on the “You said, we did” webpages of the Council website.

**Craven Community Engagement Toolkit**

It is important that we hear everyone’s voice when developing and delivering our services to make sure they suit everyone’s needs. The Council recognises that some groups may find it more difficult to make their voice heard or need extra support to be able to have their say. Therefore the Craven Community Engagement Toolkit has been developed as a practical guidance document for Craven District Council staff which gives advice about engagement and consultation methods for locally engaging with protected characteristic groups.

# Working in Partnership

The Council has many links with other organisations that also provide services to the residents of and visitors to Craven. We are a member of the North Yorkshire Equality and Diversity Strategic Partnership and work with other public and voluntary organisations across York and North Yorkshire to tackle issues collaboratively so that resources are shared and used efficiently to ensure services are as effective as possible. All agencies monitor who uses their services so that we know locally

* The number of service users with different protected characteristics;
* Customer satisfaction levels of those with protected characteristics;
* The number of complaints received due to discrimination on the grounds of a protected characteristic.

This information is used to improve services for people with characteristics protected by the Equality Act 2010.

We work with local statutory & voluntary organisations and representatives from local community fora such as Craven Mental Health Forum, Craven Disability Forum and Craven Together, to promote effective joint working around Equality and Diversity issues and initiatives.

Through membership of the **North Yorkshire and York Community Engagement Officers' Group** we share information and best practice in relation to consultation and engagement. Membership includes representatives from local authorities, the health service, police and fire services and the voluntary sector.

Public service organisations in North Yorkshire, such as local councils, police, fire, and health, are committed to improving the quality of services, making better use of resources and more effectively meeting the needs of communities.

We have adopted the **North Yorkshire Partnerships Joint Working Principles for Engaging Communities** to ensure that consultation and engagement activities are delivered to consistent standards across North Yorkshire Local Authorities. The joint principles can be viewed on our Consultation and Community Engagement webpages.

**Knowing our Communities**

Craven District Council continually gathers local information, statistics and research about the communities which live, visit and work in Craven. This gives the Council an overview as to who is using its services and helps ensure we are meeting local needs. The following information sources help the Council inform and shape its priorities:

* [DATA North Yorkshire](http://www.datanorthyorkshire.org/) - Provides statistics, research and mapping using nationally available data relating to North Yorkshire and York, together with local information from partner organisations.
* [Office of National Statistics](http://www.ons.gov.uk/ons/index.html) - The Office for National Statistics (ONS) is the UK Government's single largest statistical producer and provides local and national data on a range of topics.
* Census data - A census is a count of all people and households in the country. It provides population statistics from a national to neighbourhood level for government, local authorities, business and communities.
* [Nomis](http://www.nomisweb.co.uk/) - Provide labour market profiles of an area. Includes data on population, employment, unemployment, qualifications, earnings, benefit claimants and businesses.
* [Ipsos Mori](https://www.ipsos.com/ipsos-mori/en-uk/knowledge/society) - Polls consist of tracking data from our research on a wide variety of subjects, including education, healthcare, crime, the monarchy, race, business and politics. Survey data encapsulates the views, experiences and behaviours of the general public and specific audiences.
* [Hate Crime](http://www.report-it.org.uk/home) data - A hate crime is any criminal offence committed against a person or property that is motivated by an offenders hatred of someone because of their: race, colour, origin, nationality or national origins; religion; gender or gender identity; sexual orientation or disability. The number of hate crimes reported are a useful indicator to help foster good relations and advance equality of opportunity.
* [Craven District Council Community Grants](http://www.cravendc.gov.uk/article/1981/Community-Grants-from-Craven-District-Council) - Craven District Council awards grants to local community groups for projects which benefit the local community. The applications we receive help us to know local needs across the whole of the district

# Part 1: Craven District Council Employees & Councillors

Craven District Council employed 245 people at 31st March 2018 (excluding those on casual contracts) which is a 4.7% increase from March 2017.

Details of the workforce are given below based on the information currently held.

Craven District Council does not hold information on all protected characteristics covered by the Equality Duty. CDC has considered which protected characteristics it is appropriate to hold data on for existing members of staff and have improved the information which is collected for new employees. Improvements need to be made to the HR system to enable this to be reported on. It was not considered necessary to collect any additional information for existing members of staff.

**Gender**

The following table shows the gender of employees by grade:

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Female** | **Male** | **TOTAL** |
| **Grade** | **Number** | **%** | **Number** | **%** |  |
| CLT / Principal Officer | 20 | 50% | 20 | 50% | 40 |
| Senior Officer | 17 | 61% | 11 | 39% | 28 |
| Scale 1-6 | 84 | 49% | 86 | 51% | 170 |
| Other  | 3 | 43% | 4 | 57% | 7 |
| **TOTAL** | **124** | **51%** | **121** | **49%** | **245** |

Overall there is a fairly even split of employees between males and females

The largest difference is in the Senior Officer category where a higher proportion of officers are female

Average FTE salaries are as follows:

|  |  |
| --- | --- |
| **Male** | £23,158 |
| **Female** | £23,215 |
| **Average**  | **£23,187** |

This shows that average FTE salaries are very similar for males and females.

**Disability**

Due to the small numbers involved detailed information is not available on employees with disabilities.

Overall 2% of Craven District Council staff identify themselves as having a disability.

**Age**

The following table shows the breakdown of CDC employees by age:

|  |  |  |
| --- | --- | --- |
| **Age** | **Number** | **%** |
| 16-24 | 30 | 12% |
| 25-34 | 37 | 15% |
| 35-44 | 39 | 16% |
| 45-54 | 72 | 30% |
| 55-59 | 42 | 17% |
| 60+ | 25 | 10% |
| **TOTAL** | **245** | **100%** |

**Ethnic Origin**

The following table shows the breakdown of CDC employees by ethnic origin:

|  |  |
| --- | --- |
| **Ethnic Origin** | **% of Employees** |
| White | 98% |
| Asian / Asian British | 1% |
| Mixed Background | 1% |
| **TOTAL** | **100%** |

**Training and Development**

The training records held by CDC need to be improved in order to be able to meet the reporting requirements of the Equality Duty.

**Grievance and Disciplinary Process**

Information is not available on the protected characteristics of employees involved in the grievance and disciplinary processes due to the small numbers involved.

**Flexible Working Applications**

Information is not available on the protected characteristics of employees applying for flexible working due to the small numbers involved.

**Turnover**

Between April 2017 and March 2018, 26 employees left Craven District Council, which is a turnover rate of 11%.

The table below shows the reasons that people left Craven District Council:

|  |  |  |  |
| --- | --- | --- | --- |
| **Reason for Leaving** | **Female** | **Male** | **Total** |
| Resignation | 8 | 13 | 21 |
| Retirement | 1 | 3 | 4 |
| Dismissal | 0 | 1 | 1 |
| **TOTAL** | **9** | **17** | **26** |

**Recruitment**

55 jobs were advertised between April 2017 and March 2018 of which 4 were advertised only internally.

There were a total of 308 applicants.

Information on ethnic origin, disability, gender, age, ethnic origin, marital status and religion is collected on the final page of the application form and is separated from the application form before it is passed onto the line manager for shortlisting, to ensure that the application is considered fairly. It is then used only for the production of statistical information.

Craven District Council have considered which protected characteristics it is appropriate to collect data on and have improved the application form accordingly.

Data is not collected on all protected characteristics.

**Supporting the Recruitment of Employees with Protected Characteristics**

The following measures are in place to support the recruitment of employees with protected characteristics:

* All recruitment material is available in a variety of formats including Braille, large print, other languages and audio;
* Recruitment material is all available electronically so that it can be adapted by any software the applicant may have to make it more accessible to them;
* Applicants are encouraged to inform CDC of any disabilities and any reasonable adjustments which may help them in the recruitment process or enable them to carry out the duties of the role;
* The Council offices comply with the accessibility requirements.

The following information is based on 308 job applicants between April 2017 and March 2018.

**Ethnic Origin of Job Applicants**

Based on the information available 91% of applicants were White and 9% were from other ethnic groups. This means that a higher proportion of applicants were from other ethnic backgrounds than in the population of Craven (2.6% according to the 2011 Census). 43% of the White applicants were shortlisted for interview compared to 35% of the applicants from other ethnic groups. This is however based on a small number of applicants.

**Job Applicants with Disabilities**

4.5% of job applicants identified themselves as having a disability. 54% of these applicants were shortlisted for interview (compared to 42% without a disability).

**Gender of Job Applicants**

52% of job applicants were female and 48% male.

42% of female applicants were shortlisted for interview and of these 26% were successful at interview.

41% of male applicants were shortlisted for interview and of these 38% were successful at interview.

**Age of Job Applicants**

The following table shows the age of job applicants and how successful they were in the recruitment process:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **16-24** | **25-34** | **35-45** | **46-54** | **55-59** | **60+** | **Not known** | **TOTAL** |
| Number of Applicants | 51 | 69 | 71 | 58 | 30 | 13 | 15 | 307 |
| % Shortlisted for Interview | 49% | 30% | 48% | 36% | 53% | 46% | 47% | 42% |
| % Successful at Interview | 60% | 33% | 15% | 33% | 25% | 17% | 100% | 35% |

**Marital Status of Job Applicants**

The largest proportion of applicants were married (40%), followed by 38% who were single and 18% who were co-habiting.

**Religion**

42% of applicants stated that they had no religion and an additional 38% were Christian. 4% were Muslim and 4% ‘Other’. 12% declined to give their religion.

50% of the Christian applicants were shortlisted for interview compared to 39% of those with no religion. 25% of applicants were from ‘other’ religions, 5% were Muslim.

Of those who were interviewed 43% of those with no religion were successful at interview compared to 24% of Christians and none from the other religions.

These figures are based on small numbers of people.

**CDC Councillor Equality Information**

Craven District Council has 30 councillors for 19 wards.

Craven District Council does not currently hold information about the protected characteristics of its Councillors.

There are 5 female (17%) and 25 male (83%) councillors in Craven.

# Part 2: Cravens Communities

Craven District Council has many ways of knowing it communities and collects equality related information from many sources to build a picture of our communities. This includes national, regional and local data and this helps Craven District Council to know how services which are accessible for everyone.

This part of the report contains information about the protected characteristic groups within Cravens Communities (see page 4 for a list of all protected characteristics).

It contains statistical information to identify demographic trends among protected characteristic groups as well as a selection of case studies that illustrate some of the achievements the Council has made during 2016-2017.

The case studies demonstrate some of the ways the Council is working to meet its equality duties. More examples are available by viewing the [equality analysis](http://www.cravendc.gov.uk/equalityanalysis) section of the Council website.

## Age

|  |
| --- |
| **The definition of age**[[3]](#footnote-3) |
|  (1) In relation to the protected characteristic of age: (a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular age group; (b) a reference to persons who share a protected characteristic is a reference to persons of the same age group. (2) A reference to an age group is a reference to a group of persons defined by reference to age, whether by reference to a particular age or to a range of ages. |

Official population projections produced by the Office of National Statistics in 2015 estimate Cravens population to be 55,801.

Office of National Statistics population projections produced in 2014 indicate that as people live longer the median age of residents of Craven will continue to increase.

Whilst this may happen in many areas throughout the country, the projections indicate that this is likely to be particularly acute in Craven compared to the Yorkshire and Humber region or England as a whole.

The percentage of the population aged 65+ in Craven is expected to increase from 25% in 2014 to 36% by 2032, with the percentage aged 80+ expected to increase from 7% to over 12%.

This is at a substantially higher rate than the expected change in both Yorkshire and Humber and in England.

According to ONS 2014-based population projections, the total number of people across Craven District aged 65 or over is projected to increase from 14,000 in 2015 to 21,200 by 2037.

Only 16% of Craven’s population are young people (age 16 – 24).

A number of older people living alone, this can lead to issues around isolation,

especially given rurality and access to services.

Young people in Craven achieve much better educational results than the English average. However Craven also has a high proportion of adults with low literacy and numeracy this could limit employment opportunities and affect income levels.[[4]](#footnote-4)

## Disability

|  |
| --- |
| **The definition of disability[[5]](#footnote-5)** |
| The Equality Act 2010, considers a person has a disability if:* they have a physical or mental impairment
* the impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities

For the purposes of the Act, these words have the following meanings:* substantial' means more than minor or trivial
* 'long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months (there are special rules covering recurring or fluctuating conditions)
* 'normal day-to-day activities' include everyday things like eating, washing, walking and going shopping

People who have had a disability in the past that meets this definition are also protected by the Act.**Progressive conditions considered to be a disability**There are additional provisions relating to people with progressive conditions. People with HIV, cancer or multiple sclerosis are protected by the Act from the point of diagnosis. People with some visual impairments are automatically deemed to be disabled.**Conditions that are specifically excluded**Some conditions are specifically excluded from being covered by the disability definition, such as a tendency to set fires or addictions to non–prescribed substances. |

Much of the data collected about disability is gathered at a North Yorkshire level and is not broken down to identify trends at a district level. This is due to health and social care services being delivered by North Yorkshire County Council. In Craven we know that;

* Disability has a strong link with age. People aged over 85 are more likely to need health and social care support. 1662 people in Craven are over 85.
* According to the 2011 Census, 17.9% of people in Craven have health problems which limit their day to day activities. This is higher than the average for North Yorkshire (17.5%) and England (17.6%).
* There are also issues around people providing unpaid care. According to the 2011 Census, 6,612 people (11.9%) in Craven are providing unpaid care (compared to England average 10.2%).
* Men in Craven can expect 65.1 disability free years and women 67.4.[[6]](#footnote-6)
* As of March 2017 there were 649 households on the Council assist list which is a service available to elderly and disabled residents in which our waste operatives collect the residents bin from their usual place and return it their emptied.

## Gender Reassignment

|  |
| --- |
| **The definition for gender reassignment[[7]](#footnote-7)** |
| 1. A person has the protected characteristic of gender reassignment if the

person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.1. A reference to a transsexual person is a reference to a person who has the

protected characteristic of gender reassignment. 1. In relation to the protected characteristic of gender reassignment
2. a reference to a person who has a particular protected characteristic is a reference to a transsexual person; .
3. a reference to persons who share a protected characteristic is a reference to transsexual persons.
 |

The Gender Identity Research and Education Society (GIRES) suggests that across the UK

* 1% of employees and service users may be experiencing some degree of gender variance.
* At some point about 0.2% may undergo transition (i.e. gender reassignment).
* Around 0.025% have so far sought medical help ad about 0.015% have probably undergone transition. In any year 0.003% may start transition.

There are no known organised groups in the Craven area which meet around the issue to gender reassignment. Where the Council needs input from this group to deliver its services we would consult with national organisations such as [The Beaumont Society](http://www.beaumontsociety.org.uk/) or [The Gender Trust](http://gendertrust.org.uk/).

## Marriage and Civil Partnership

|  |
| --- |
| **The definition for marriage and civil partnership[[8]](#footnote-8)** |
| 1. A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.

2. In relation to the protected characteristic of marriage and civil partnership (a) a reference to a person who has a particular protected characteristic is a reference to a person who is married or is a civil partner; (b) a reference to persons who share a protected characteristic is a reference to persons who are married or are civil partners.  |

In Craven there are 46161 people who are over 16 and can legally be married or registered as a same sex civil partnership in the UK, of these the 2011 Census recorded;

* 54% of all people area married. This is an increase of 6% from 2001.
* The 2001 Census recorded that 21,141 people in Craven were married. That was 48.6% of all people aged 16 and over.
* 25% of all people are single, never married or never registered a same-sex civil partnership.
* 2.1% of people over 16 are separated (but legally still married or still legally in a same sex civil partnership.
* 9.7% of people are divorced or formally in a same sex civil partnership which is now legally dissolved.
* 8.7% of people are widowed or are a surviving partner from a same sex civil partnership.
* 0.2% of people are registered in a same sex civil partnership.

The Civil partnership Act 2004 came into force on 5 December 2005. The Act enables same-sex couples aged 16 and over to obtain legal recognition of their relationship. Therefore figures from the 2001 census cannot be compared to the 2011 figures.

## Pregnancy and Maternity

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| --- |
| **The definition for ‘pregnancy and maternity’ under the Equality Act 2010[[9]](#footnote-9)** |
| Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavorably because she is breastfeeding. |

**Chart 1:** Percentage of Live Births by age of mother (2011) Office of National Statistics

* In 2011 there were 502 live births in Craven.[[10]](#footnote-10) This is an increase of 30 births per year from 2009.
* In 2015 - 2016 conception rates for young people under 18 year olds in Craven was 9.7 per 1000. This is below the rate for North Yorkshire (16.7 per 1000) and significantly below the national average (22.8 per 1000) [[11]](#footnote-11)

## Race

|  |
| --- |
| **The definition for race[[12]](#footnote-12)** |
| 1. Race includes :- (a) colour (b) nationality (c) ethnic or national origins. 2. In relation to the protected characteristic of race:- (a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular racial group;  (b) a reference to persons who share a protected characteristic is a reference to persons of the same racial group. 3. A racial group is a group of persons defined by reference to race; and a reference to a person's racial group is a reference to a racial group into which the person falls.4. The fact that a racial group comprises two or more distinct racial groups does not prevent it from constituting a particular racial group. 5. A Minister of the Crown may by order (a) amend this section so as to provide for caste to be an aspect of race; (b) amend this Act so as to provide for an exception to a provision of this Act  to apply, or not to apply, to caste or to apply, or not to apply, to caste in specified circumstances. 6. The power under section 207(4)(b), in its application to subsection (5), includes power to amend this Act. |

Craven has a low proportion of residents from minority ethnic groups.

The following table shows the percentage of the whole Craven’s whole population and the ethnicity that people categorise themselves as.

According to the 2011 census 1441 people (2.6% of the whole population) in Craven are from a Non-White ethnic group. In 2001, 761 people from Craven were from a Non-White ethnic group (1.42% of the whole population).

A significant number of these people are part of Skipton’s well established Kashmiri community.

**Table 1:** Ethnic Group (2011) Census. Office of National Statistics

|  |  |
| --- | --- |
| Ethnic group  | Percentage of whole population |
|  | **2011 Census** | **2001 Census** |
| All people | 55409 | 53619 |
| People in White British ethnic group | 95.4 | 96.98 |
| People in White Irish ethnic group | 0.4 | 0.45 |
| People in Other White ethnic group | 1.5 | 1.12 |
| People in Mixed White and Black Caribbean ethnic group | 0.2 | 0.11 |
| People in Mixed White and Black African ethnic group | Not measured | 0.04 |
| People in Mixed White and Asian ethnic group | 0.3 | 0.14 |
| People in Other Mixed ethnic group | 0.1 | 0.09 |
| People in Indian ethnic group | 0.3 | 0.08 |
| People in Pakistani ethnic group | 0.9 | 0.50 |
| People in Bangladeshi ethnic group | 0.1 | 0.03 |
| People in Other Asian ethnic group | 0.3 | 0.05 |
| People in Black Caribbean ethnic group | 0 | 0.04 |
| People in Black African ethnic group | 0.1 | 0.04 |
| People in Other Black ethnic group | 0 | 0 |
| People in Chinese ethnic group | 0.2 | 0.22 |
| People in Other ethnic group | 0 | 0.1 |
| People in Non-White ethnic group | 2.6 | 1.42 |
| People in White (Non British) Ethnic Group | 2.0 | 1.57 |
| People in Arab ethnic group | 0.0 | Not measured |
| People in Gypsy of Irish Traveller ethnic group | 0.1 | Not measured  |

While the fertility rate in Craven is the same as the average for Yorkshire and Humber, births to mothers who were themselves born outside the UK are comparatively low at 10% of all new births in 2011, compared to an average of 18% across Yorkshire and Humber.[[13]](#footnote-13)

## Religion or Belief

|  |
| --- |
| **The definition for ‘religion or belief’ under the Equality Act 2010[[14]](#footnote-14)** |
| 1. Religion means any religion and a reference to religion includes a reference to a lack of religion. .2. Belief means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief. .3. In relation to the protected characteristic of religion or belief:-(a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular religion or belief; (b) a reference to persons who share a protected characteristic is a reference to persons who are of the same religion or belief. |

The table below shows the different religions and beliefs people in Craven have and the percentage of all people who worship different faiths according to the Census 2011 and 2001.

**Table 2:** All People byReligion (2011) Census. Office of National Statistics.

|  |  |  |
| --- | --- | --- |
| **Religion** | **Craven** | **North Yorkshire** |
|  | **2011** | **2001** | **2011** | **2001** |
| Christianity  | 67.3% | 78.08% | 66.9% | 80.30% |
| No Religion  | 23.3% | 13.77% | 22.2% | 11.96% |
| Not Stated | 7.6% | 6.97% | 7.1% | 6.97% |
| Muslim | 0.9% | 0.61% | 0.4% | 0.18% |
| Buddhist  | 0.2% | 0.18% | 0.2% | 0.16% |
| Hindu | 0.1% | 0.06% | 0.2% | 0.11% |
| Jewish  | 0.0% | 0.07% | 0.1% | 0.10% |
| Sikh | 0.1% | 0.03% | 0.0% | 0.02% |
| Other  | 0.3% | 0.23% | 0.3% | 0.19% |

## Sex

|  |
| --- |
| **The definition for sex according to the Equality Act 2010[[15]](#footnote-15)** |
| In relation to the protected characteristic of sex1. a reference to a person who has a particular protected characteristic is a reference to a man or to a woman;
2. a reference to persons who share a protected characteristic is a reference to persons of the same sex.
 |

The 2011 Census shows that 51.7% of the people in Craven are female and 48.28% are male.[[16]](#footnote-16)

## Sexual Orientation

|  |
| --- |
| **The definition for sexual orientation[[17]](#footnote-17)** |
| 1. Sexual orientation means a person's sexual orientation towards: (a) persons of the same sex,. (b)persons of the opposite sex, or . (c)persons of either sex. 2. In relation to the protected characteristic of sexual orientation— . (a) A reference to a person who has a particular protected characteristic is a reference to a person who is of a particular sexual orientation; . (b) A reference to persons who share a protected characteristic is a reference to persons who are of the same sexual orientation. |

There are no known organisations within Craven set up to address issues which may arise around sexual orientation. Where we need advice and guidance on best practice we liaise with Yorkshire Mesmac and Stonewall who provide a range of services for lesbian, gay, bisexual and transgender (LGBT) issues. Craven College also have an LGBT group the council are able to consult with on sexual orientation issues which affect young people

## Rurality

Accessing services is a key issue in a rural area. The following table shows the percentage of people who live over 6km away from key amenities in Craven. The table also shows the figures for York and North Yorkshire, Yorkshire and Humberside and England which show how difficult far people have to travel to access services. The data is based on 2009 figures collected by the Commission for Rural Communities.

**Table 3:** Distance to services (2009) Commission for Rural Communities.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Craven**  | **York and North Yorkshire**  | **Yorkshire and Humberside**  | **England**  |
| Households more than 6km from a petrol station. | 3.37% | 2.47% | 1.42% | 0.98% |
| Households more than 6km from a primary school  | 0.48% | 0.32% | 0.05% | 0.02% |
| Households more than 6km from a public house. | 0.67% | 0.11% | 0.02% | 0.11% |
| Households more than 8km from a bank or building society. | 4.52% | 4.86% | 1.24% | 1.28% |
| Households more than 8km from a cash point. | 1.19% | 1.08% | 0.22% | 0.10% |
| Households more than 8km from a dentist. | 14.18% | 5.82% | 1.56% | 1.22% |
| Households more than 8km from a Job Centre. | 42.60% | 32.04% | 11.16% | 12.53% |
| Households more than 8km from a principle GP. (2007) | 5.65% | 2.13% | 0.57% | 0.29% |
| Households more than 8km from a secondary school. | 7.04% | 6.28% | 1.68% | 1.45% |
| Households more than 8km from a supermarket. | 9.68% | 5.74% | 1.42% | 0.98% |

The above information shows that in the majority of cases Craven residents live further away from amenities than residents in neighbouring authorities as well as regionally and nationally.

This is a key issue for the Council, the correlation with the fact that 18.94% of households do not have a car, the fact the population is getting older and the relatively high proportion of people with disabilities could lead to isolation.

**Case Studies - How we are working to meet our Equalities Duties**

Throughout the year the council has been working on a range of projects and initiatives which have improved outcomes for people with one or more protected characteristics. The following pages set out some examples of how we have carried out improvements to our own facilities and services, how we have worked in partnership with other groups and organisations and how we have supported improvements in the wider community.

**Improvements to our Facilities and Services**

**Skipton Town Hall Museum & Gallery**

During June Craven residents were invited to take part in public consultation events on the future of Skipton Town Hall where they were able to find out more about the development of the building as a cultural hub for the region, see plans for the new Craven Museum and Exhibition Gallery, offer feedback, take part in behind the scenes tours of Craven Museum and get up close with some artefact handling sessions.

Following consultation the council submitted a Stage 2 Heritage Lottery funding application for the redevelopment in September.

In October the Art in Mind exhibition was launched in partnership with Pioneer Projects. The exhibition explored the links between creativity and mental health and featured a showcase of works produced by various groups and individuals who had worked with Pioneer Projects in the last year.

Timed to be open for World Mental Health Day on the 10th of October, the exhibition contributed to the wider discussions about mental health issues and the relationship between arts and health generally.

In January Craven District Council received a confirmed National Lottery grant of £1,500,700 from the Heritage Lottery Fund (HLF) to completely redevelop Craven Museum.

The three year project’s plan of activity incorporates essential conservation work and includes opportunities for volunteers and members of the community to actively engage with the museum through skills building in things like artefact digitisation, undertaking research into the collections and providing museum outreach with the team

In March Skipton Town Hall is celebrated the centenary anniversary of the first British women to get the vote, with a film screening of Suffragette on International Women’s Day.

**Skipton Bus Station Toilets**

In May new toilets facilities at Skipton Bus Station were opened.

The new toilets were of a traditional, stone-built style and replaced the previous electronic steel toilets which had proved unreliable and less easy to access.

There new toilets have separate male and female cubicles and a disabled cubicle which requires a Radar key.

**Waltonwrays Crematorium**

In June a new and improved media system was installed at Waltonwrays Crematorium which gives customers a wider choice of facilities available to them whilst having their service in the Chapel.

The system has a webcast facility which will increase accessibility for people who are unable to attend the funeral in person.

**Craven Swimming Pool & Fitness Centre**

In January Craven District Councils Healthy Lifestyles weight management programme was extended to residents across the district who wanted to improve their health and fitness and had a BMI of 25 or above.

The 12-week programme combined exercise with nutritional advice and was run by a team of qualified instructors at Craven Leisure. Sessions were available at locations across the district, including Craven Leisure, Greatwood Community Centre, Settle College.

The scheme also offered a 12-week maintenance programme for those who have achieved their 5 per cent weight loss target, which included ongoing nutritional advice and a further 12 weeks of free access to a range of exercise facilities at Craven Leisure.

Craven Leisure attended a Health and Well Being Fair at Skipton Town Hall in January to promote the Healthy Lifestyles programme and the facilities available at Craven Leisure including Revive Café. The fair was charity event raising money for #stems4emms, and showcased a wide range of different therapies, exercise and nutritional classes and other health related services.

**New Council Website**

In January Craven District Council launched a new website to provide better online services for residents, businesses and visitors.

The website was designed to make it easier for residents to find information, pay bills and report any issues.

The site is now more tablet and mobile-friendly, and makes it easier for residents to make payments, ask for assistance and view their interactions with the council and the structure has been changed so it will makes more sense to residents and is easier for people to find the information they are looking for.

As part of the development of the new website members of Craven Disability Forum were asked to test the site for accessibility and reported that they found the new site easier to use.

**New Taxi Licensing Policy**

In June the Licensing Committee approved the consultation exercise to be carried out in relation a revised and more comprehensive Taxi Licensing Policy.

The consultation took place through 2017 and members of Craven Disability Forum provided valuable feedback from their personal experience of using taxis.

The new policy is designed to encompass all areas of taxi licensing, provide a much more robust licensing framework and more importantly ensure that the safety of the traveling public is at its core with safeguarding of children and vulnerable adults an important priority.

**Improvements through Working in Partnership**

**Celebrate Craven - A library of Life**

After successfully applying to the Big Lottery Fund’s ‘Celebrate’ programme, Craven Development Education Centre (Craven DEC) was awarded £8,550 to host an event to celebrate the life of Craven and the diversity within it.

Craven DEC worked in partnership with Craven District, Skipton Town and North Yorkshire County Council, Skipton Girls High School s and over 40 volunteers to deliver the project.

The main event took place on 11 July 2017 and the key aim was to challenge people’s perceptions using real people to tell their own life stories.

During the day some of Craven’s current residents from a variety of backgrounds and many parts of the world were on loan at the ‘human library’ as ‘living books’ talking informally about their lives and reflecting on the impact their early experiences have had on them.

Alongside the twenty living books there was also a music activity taking place in the library using West African and South American musical instruments to create music and sounds to accompany a traditional African story, told by volunteers.

There was also the opportunity to meet the Mayor of Skipton Town Council and find out about the work of the Town Council, as well as visits to Craven Museum and Gallery.

At the evening event at Skipton Town Hall music, drama, animation, dance and tasters of food from Eastern Europe, Yorkshire, and Pakistan celebrated the cultural depth and flavour of Craven.

In addition to the event a booklet and set of photographs was produced with portraits and biographies from all of the living books to record the event and as a teaching resource. Copies were distributed to local schools, libraries and Craven Museum.

In February 2018 a legacy exhibition of twenty photographs of the living books was displayed in in Holy Trinity Church.

The final element of the event was the production of Welcome to Craven posters for display in local public buildings. These posters say welcome in the main languages spoken by Craven residents.

**Craven Community Safety Hub**

The Hub based at Craven District Council consists of a Council officer and an officer from North Yorkshire Police. Where needed there is capacity to bring in the county council, fire service, social landlords, probation services, youth services, voluntary services and other local agencies to tackle issues as they arise.

Through Multi-agency working issues and incidents are resolved as quickly and efficiently as possible and vulnerable people are protected from crime and supported by appropriate organisations.

**Armed Forces Day**

Armed Forces Day was marked on Sunday June 25 in Skipton.

The event was organised by Craven District Council, Skipton Town Council and the Royal British Legion and is an opportunity for Craven to show its support and appreciation to the men and women who make up our Armed Forces Community from currently serving troops to Service families, veterans and cadets.

Craven District Council also supports the Armed Forces community through its commitment to North Yorkshire Armed Forces Community Covenant.

**North Yorkshire Safeguarding Week**

From 9 to 13 October Craven District Council took part in a number of events to mark North Yorkshire Safeguarding Week. Safeguarding Week aims to raise awareness of the different forms abuse can take and to look at complex issues like protecting young people from abuse online grooming and protecting vulnerable adults from abuse.

Events were held across North Yorkshire and York to offer advice and guidance on a range of issues such as staying safe online, cyber-bullying, grooming and safety in sport. During the week staff from Craven DC, NY Police, NY Fire & Rescue Service, Carers Resource and NYCC, used the Mobile Police Unit to hold a pop up public information event outside Skipton Town Hall. Staff handed out leaflets, chatted to the public, and called into shops, pubs, cafes and other local businesses to encourage people to think about to keep children and vulnerable adults safe.

**Winter Plus Support for over 65s**

For the third year Craven District Council worked in partnership with Age UK North Craven and Craven Home Improvement Agency to deliver help and support to residents of Craven aged 65 and over.

Running from November to April the Winter Plus scheme brought partners together to provide advice, befriending and practical support including grants for minor adaptations, repairs, insulation and other interventions to help keep residents safe and well over the winter months.

This scheme complemented with the Better Homes Craven initiative which provides grants for loft and cavity wall insulation and replacement oil-fired boilers and also easy-pay loans for gas central heating boilers.

**Support for Rough Sleepers**

During periods of cold weather, the Council’s Severe Weather Protocol is in place which means we provide temporary accommodation to anyone rough sleeping in the district.

Craven District Council offers assistance to rough sleepers in seeking accommodation and work with our partners Horton Housing who provide outreach services for rough sleepers.

**Christmas Wreaths and Christmas Memorial Tree**

In December Craven District Council and local charity Steeping Stones once again teamed up to provide a Christmas wreath service for anyone wishing to remember a loved one in Waltonwrays Cemetery.

The Bereavement Services also teamed up with CRUSE Bereavement, to provide a Christmas Memorial Tree in our Book of Remembrance Chapel during December, with donations received going to CRUSE Bereavement care.

**Candlelighters delivering support services from Coach Street Car Park**

In April and July Craven District Council supported the work of The Candlelighters children cancer charity by hosting their mobile support bus in Coach Street Car Park.

Candlelighters offer support to local families who have been affected by cancer and usually they have to travel to Leeds general hospital to use the service.

Hosting the mobile service enabled them to have therapy sessions, massages or just time to chat, without having to travel to Leeds. The mobile service was an enormous success with every appointment filled.

**Supporting Improvements in our Communities**

**Dementia Friendly Craven**

A new organisation called Dementia Friendly Craven was launched in May during Dementia Action Week, the new organisation was formed from the Skipton and South Craven, and the Settle Dementia Action Alliances.

The Alzheimer’s Society Roadshow was present for the launch outside Skipton Town Hall and held a drop in advice session throughout the day where people to find out more information about dementia from the roadshow.

Dementia Friendly Settle also ran a number of events throughout Dementia Awareness Week and the Alzheimer’s Society launched two new monthly dementia support clinics held at Dyneley House Practice in Skipton for people worried about their memory or caring for someone with dementia.

Dementia Friendly Craven secured funding from North Yorkshire County Council for a development worker, once recruited the development worker worked with the market towns and villages in the district to make Craven communities more dementia-friendly and worked with people with dementia and their families, helping them to identify what support was helpful to them.

**Aireville Park**

Following successful fundraising of £12,000 by Friends of Aireville Park a new zip wire was opened at Aireville Park in May 2017. This was the first step on the path towards a new children’s play area which will eventually cover 4,500 square metres, including a climbing net, ropes and beams, sand and water play and natural play spaces. There will be a combination of traditional equipment such as climbing towers, swings, seesaws and roundabouts, alongside wild garden and nature areas.

Craven District Council worked with the Friends of Aireville Park group to develop the play area and raise £200,000 and in March 2018 achieved the fundraising target.

**Improvements to Hall Street Car Park, Cross Hills**

Craven District Council have been working with retailers and Glusburn and Cross Hills Parish Council to deliver a series of actions aimed at improving the Main Street area. Residents and businesses were consulted on the proposal ant their views on how the village centre could be improved taken into account.

As part of this project, work was carried out to refurbishment of Hall Street Car Park, in Cross Hills. The scheme included the resurfacing and white lining of the car park, extending the area next to the toilets allowing for the creation of public space to soften the appearance of the village centre, and the resurfacing of part of Hall Street.

This is part of our overall vision to make Cross Hills village centre a more attractive, friendly and safe village for residents and visitors alike.

**Access Improvements through Planning Gain**

Craven District Council is the Local Planning Authority for much of Craven, this means that under certain circumstances we can ask developers to help contribute to infrastructure improvements within the area of their developments and provision of affordable housing. These contributions are called Section 106 agreements and through working with local developers we have agreed the following developer contributions to improve local communities and open space, many of these improvements will increase accessibility for people with mobility difficulties.

Firth Mill, Skipton, £50,880 for public open space. Half for Skipton Town Council to install new play area at Middleton Recreation Ground and half for Skipton Rugby Club for a disabled access lift. Also £50k for affordable housing.

* West Wing of Belle Vue Square, £16,000 allocated to improvements to Leeds Liverpool Canal.
* Brigg Mount, Cross Hills, £27,500 for Cross Hills civic space improvement at Keltus Square.
* Green Lane, Glusburn, on site scheme for new play area and off site contribution of nearly £20,000 for youth provision at Glusburn Park.
* McCarthy and Stone Kirkgate Settle, £18,627 for open space in Settle
* Vasco, Broughton Road, £86,000 for improvements along the canal, upgrading to Gawflat Bridge and improved access from Sawley Street on to the canal.

**Support for Craven Citizens Advice**

Citizens Advice is known and trusted by many of the most vulnerable people in the community because they are able to offer practical advice and support to enable them to receive income (through getting their benefits in payment), help them to manage their money and ensure they have secure housing through negotiation with landlords (both the council, social housing and private landlords).

Through its office at Skipton, outreach services in Settle Health Centre, Ingleborough Community Centre & Bentham Medical Practise and home visits Citizens Advice currently sees approximately 1600 people from across Craven every year. A quarter of these people have physical disabilities or long term ill-health conditions and many receive debt, benefits or employment advice. As financial hardship is one of the main reasons people access Citizens Advice it would be inappropriate to charge for services.

The Council provided ongoing financial support of £20,000 in 2017-18, to allow Craven, Harrogate and Ripon Citizens Advice to continue to provide a permanent office in Craven District and deliver outreach services across the district.

**Support through Ward Member Grants**

From April 2017 to March 2018 Craven District Council provided £28 050in grants to 65 Community Projects across the District a few examples of which are given below.

**Langcliffe Community Garden**

Langcliffe Community Garden Trust was awarded £280.00 to purchase a mower for the community garden project which reduces isolation, provides physical activity and creates an interest in the environment and horticulture.

**Settle Community & Business Hub**

Settle Community & Business Hub was awarded £200.00 for promotional materials for Settle Community & Business Hub.

**Exclusively Inclusive**

Exclusively Inclusive was awarded £500.00 to support the social group which runs a variety of activities for people with disabilities and produces the Craven Gazette magazine.

**Disabled Access Crosshills Social Club**

Crosshills Social Club was awarded £500.00 towards the installation of disabled access at the front of the building so people with mobility issues can access events

**Bentham Dementia Friendly Community**

Bentham Dementia Friendly Community Group was awarded £400.00 to increase awareness and understanding of dementia within Bentham & district so that it is recognised as a ‘dementia friendly community’.

**Voices of Craven**

Voices of Craven was awarded £600.00 towards the cost of a project to bring together people from all over the Craven area to sing and improve social connectedness.

**Skipton Embroiders Guild**

Skipton Embroiders Guild was awarded £1,050.00 for the “Where’s My Home?” Project to get different parts of the community working together, promote inter-generational activity and reducing social isolation and loneliness.

**Buckden Community Fund Committee**

Buckden Parish Council was awarded £500.00 to set up a community group to help vulnerable members of the local community by offering friendship and company and helping with odd jobs.

**Station Road Toddler Zone**

Hellifield Parish Council was awarded £400.00 to contribute to the cost of 3 new items of play equipment for young children on Hellifield Station Road Playground.

**The Settle Gathering**

The Settle Gathering was awarded £700.00 towards the cost of an annual music festival which attracts around 3000 people to take part across the weekend.

**Kirkby Malham Parish Hall upgrade**

Kirkby Malham Parish Hall was awarded £1,000.00 towards installing double glazed so that the hall will be more warm and welcoming to all who use it.

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**Boardwalk Lothersdale Recreation Ground**

Lothersdale Parish Council was awarded £200.00 to install a timber boardwalk to improve accessibility to the woodland area at Lothersdale recreation ground.

**Seating - Moor Lane, Hetton**

Hetton cum Bordley Parish Meeting was awarded £300.00 to install a seat on Moor Lane Hetton so that elderly residents can have easier access to the countryside.

**Refugee Education**

Upper Wharfedale School was awarded £300.00 to fund a former child refugee to visit Upper Wharfedale School and speak to school pupils, members of staff parents and members of the local community about his story of escaping Afghanistan and building a new like in the UK.

**Skipton Hosting Weekend**

Skipton Refugee Support Group was awarded £100.00 towards the cost of a weekend where asylum seekers currently living in Bradford were invited to visit Skipton, enjoy Skipton hospitality and meet and stay with local Skiptonians."

**1st Castleberg Drill Hall Kitchen**

1st Castleberg Scouts were awarded £1,360.00 towards the cost of installing a new catering grade kitchen to allow wider use of the hall.

**Bereavement Support for Children & Young People**

Cruse Bereavement Care, was awarded £250.00 to purchase a supply of age appropriate books for bereaved children and young people between the ages of 5 and 18 years.

**Autumn/Winter Newsletter 2018**

Embsay with Eastby Good Neighbours Scheme was awarded £150.00 to distribute a newsletter promoting the good neighbours scheme which helps elderly and isolated people in the villages of Embsay and Eastby.

**Skipton Community Art Group**

Skipton Community Art Group was awarded £200.00 to provide a creative environment bringing together people with a common interest in art, to provide a learning environment, therapeutic activity and social interaction.

**Broughton Road Tow Path Restoration**

Broughton Road Community Centre was awarded £400.00 towards the cost of repairing and restoring the stretch of the canal tow path to make it more accessible for all users.

**Play Equipment Skipton Millennium Green**

Samuel’s Rainbow was awarded £135.00 to contribute towards the purchase and installation of a new play rocker for toddlers at the Millennium Green Play Area.

**Community Gardens Project**

Broughton Road Community Centre was awarded £400.00 to buy bulbs and soil to plant a community garden outside Broughton Road Community Centre.

## Appendix 1: Equality reporting structure

**Projects and consultations**

One off projects and consultations should be assessed for the impact they may have on protected characteristic groups. Projects and consultations should be registered with ksenior@cravendc.gov.uk

**Equality Monitoring information**

Collected to know who is using our services and help with service planning..

The results should be sent to ksenior@cravendc.gov.uk twice a

year 30 June and 31 December.

**Equality Analysis**

Impact of policies and decisions on protected characteristic groups. Actions from these are fed into service plans. Completed equality analysis forms should be sent to ksenior@cravendc.gov.uk

for publication.

**Service Plans**

Equality actions identified and objectives monitored through the Council’s usual reporting systems

**Craven District Council Equality Objectives**

Published every four years to demonstrate how the Council plans to achieve its Equality Duties.

Revised objectives for 2016 to 2020

were published March 2016.

**Craven District Council Annual Equality Report**

Published annually, includes information about the protected characteristics of staff and service users. Includes qualitative and quantitative information used to inform policy and decision making.

Issues identified are fed into service plans to help make improvements for service users.

**Craven District Council Policy Statement**

Sets out the Councils approach and commitment to equality and diversity

1. 2014 population projections district local authority level figures, Office of National Statistics. [↑](#footnote-ref-1)
2. Car or Van Availability (2011) Census, Office of National Statistics. [↑](#footnote-ref-2)
3. Equality Act (2010) <http://www.legislation.gov.uk/ukpga/2010/15/section/5> [↑](#footnote-ref-3)
4. 2011 skills for life survey [Department for Business, Innovation & Skills](https://www.gov.uk/government/organisations/department-for-business-innovation-skills). [↑](#footnote-ref-4)
5. <http://www.direct.gov.uk/en/DisabledPeople/RightsAndObligations/DisabilityRights/DG_4001068> [↑](#footnote-ref-5)
6. Life Expectancy: Health and Disability-Free Years: Disability Free Life Expectancy at Birth (2011) Office of National Statistics (2011) [↑](#footnote-ref-6)
7. Equality Act 2010 [↑](#footnote-ref-7)
8. The Equality Act (2010). [↑](#footnote-ref-8)
9. Equality and Human Rights Commission (<https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>) [↑](#footnote-ref-9)
10. Live births: numbers and rates Office for National Statistics. [↑](#footnote-ref-10)
11. North Yorkshire JSNA 2016 [↑](#footnote-ref-11)
12. Equality and Human Rights Commission (<https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>)

 [↑](#footnote-ref-12)
13. Migration Yorkshire (2012) Craven Local Migration Profile, November 2012. Migration Yorkshire. Leeds [↑](#footnote-ref-13)
14. The Equality Act (2010). [↑](#footnote-ref-14)
15. The Equality Act 2010. [↑](#footnote-ref-15)
16. Office of National Statistics (2011) Population by 5 year age group [↑](#footnote-ref-16)
17. The Equality Act 2010. [↑](#footnote-ref-17)