

Equality statement 2023

Our Equality Statement is available to download at:
www.lichfielddc.gov.uk/equalitystatement

All figures included within this statement were sourced shortly before publication, using the most recent data available.

If you would like this document in large print, another format or colour, please call 01543 308129 or email EDI@lichfielddc.gov.uk

Contents

Equality statement 2023	1
1. Introduction	3
2. Our equality duty and objectives	4
3. Our district profile.....	4
4. Delivering equality in our services during 2022.....	8
5. Our service equality priorities in 2022	13
6. Our service equality priorities for 2023	15
7. Delivering equality in employment during 2022	16
8. Workforce data	17
9. Equality in employment improvements in 2022	17
10. Our employment equality priorities for 2023.....	18
11. How we monitor progress and identify equality issues	18

1. Introduction

Our Equality Statement shows how we are meeting the Public Sector Equality Duty (PSED), under The Equality Act 2010.

It 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.

We continue to want 'inclusion and belonging' to be the watchword phrase articulated by anyone working for Lichfield District Council (LDC) when talking about what it is like to be an officer here.

We believe valuing diversity and welcoming the different perspectives others can provide to discussions and problem solving will make us a better council.

Having respect for everyone is a core value of the council and we work together across teams, services and organisational boundaries to deliver effective services.

We launched an organisational change programme in 2021 called 'Being a Better Council' (BABC). The programme sought to plan and implement substantial and sustainable change to our organisational structures, performance and culture enabling us to deliver our Strategic Plan and meet our aspirations to be a modern, well-run council. One of the key actions from BABC was to introduce a new operating model for the way we deliver our services.

Our new operating model went live in October 2022, and is enabling us to become more resident centric, commercially minded and data and performance driven.

We are building an inclusive organisation, one that represents our district and values our staff for who they are and what they contribute to our council and communities.

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

2. Our equality duty and objectives

Under the Equalities Act 2010 we have a public sector equality duty to have due regard of 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.
 - Foster good relations between people who share a protected characteristic and people who do not.
- Our equality objectives help us to focus attention on the priority equality issues for LDC, to deliver improvements in policy making, service delivery and employment, including resources allocation.

Our objectives are:

- To scrutinise and improve access to our services ensuring we treat people fairly, provide our customers with equal opportunity, and that we gain business benefits from our services being accessible to the maximum number of people.
- To ensure our workforce profile reflects best practice in recruitment and, in consultation with our staff, continue to develop a culture that is both inclusive and open.
- To further promote the use of equality impact assessments so they become fully embedded in our planning and decision-making process.

3. Our district profile

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. In 2020 the total population of Lichfield District was 105,600. It had risen almost 1% to 106,436 by 2021.

We have considered the profile of our district in line with the nine protected characteristics using the Census 2021/Office for National Statistics (NOMIS) data to provide most of the information. The definition for each protected characteristic is sourced from the Equality and Human Rights Commission (EHRC).

Age

A person belonging to a particular age (for example 32-year-olds) or range of ages (for example 18- to 30-year-olds).

Since 2001, the largest population growth has taken place in the number of residents aged 65 years or over, and we expect this to continue in the coming years. In 2001, 15.5% of residents (14,437) were aged 65+ years and in 2021 this had increased to 24% (25,529).

All usual residents (2021)	Number of residents	%
4 years and under	5,231	4.9
5 to 9 years	5,653	5.3
10 to 15 years	6,957	6.5
16 to 19 years	4,210	4.0
20 to 24 years	5,056	4.8
25 to 34 years	12,028	11.3
35 to 49 years	19,046	17.9
50 to 64 years	22,729	21.4
65 to 74 years	13,114	12.3
75 to 84 years	9,482	8.9
85 years and over	2,933	2.8

1

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

In 2011, 18% of people living in the district (18,265 residents) had a limiting long-term illness. From the 2021 census results this percentage remained the same (18,944 residents).

Long term health or disability (2021)	Number of residents	%
Disabled under the Equality Act: Day-to-day activities limited a lot	7,598	7.1
Disabled under the Equality Act: Day-to-day activities limited a little	11,346	10.7
Not disabled under the Equality Act: Has long term physical or mental health condition but day-to-day activities are not limited	8,252	7.8
Not disabled under the Equality Act: No long term physical or mental health conditions	79,240	74.4

¹ The published figures from Nomis for the age range groups have a discrepancy of +three which does affect figure totals in some of the other tables.

Gender reassignment

The process of transitioning from one sex to another.

There are no statistics available for gender reassignment within the district. The following dataset is a breakdown of gender identity within the district in 2021.

Gender identity all usual residents aged 16 and over	Number of residents	%
Gender identity the same as sex registered at birth	84,639	95.5
Gender identity different from sex registered at birth, but no specific identity given	101	0.1
Trans woman	43	0.0
Trans man	45	0.1
Non-binary	20	0.0
All other gender identities	13	0.0
Not answered	3,734	4.2

Marital and civil partnership

Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except when permitted by the [Equality Act 2010](#)).

Within Lichfield District, **51.2%** (45,374) of (usual) residents were married or in a registered civil partnership.

Legal partnership status all usual residents aged 16 or over	2021	%
Never married and never registered a civil partnership	27,113	30.6
Married	45,271	51.1
In a registered civil partnership	103	0.1
Separated, but still legally married or still legally in a civil partnership	1,692	1.9
Divorced or civil partnership dissolved	7,996	9.0
Widowed or surviving civil partnership partner	6,421	7.2

Pregnancy and maternity

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.

During 2021, there were 977 babies born to mothers that normally reside within the district. This was an increase from 2020 when there were 913.

Race

Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

In 2021 most residents living in the district were white, however more residents from Asian, Black, Caribbean, African, Mixed or Multiple ethnic groups now reside in the district when compared to 2011.

Ethnicity	2021	%	Ethnicity	2011	%
Asian, Asian British or Asian Welsh	2,496	2.3	Asian or Asian British	1,623	1.7
Black, Black British, Black Welsh, Caribbean or African	601	0.6	Black or Black British	481	0.5
Mixed or Multiple ethnic groups	1,987	1.9	Mixed	1,034	1.1
White	100,917	94.8	White British	95,263	94.6
White Irish/other	Not individually collected		White Irish/other	2,136	2.1
Other ethnic groups	435	0.4	Other ethnic groups	117	0.1

Religion and belief

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

In 2021 most residents living in the district were Christian (54.2%) with the next largest group of residents being of no religion (38.1%). Since 2011, there has been a growth in the percentage of Hindu, Jewish, Muslim and Sikh residents living in the district.

Religion	2021	%	2011	%
Buddhist	245	0.2	196	0.2
Christian	57,683	54.2	69,276	69
Hindu	460	0.4	303	0.3
Jewish	61	0.1	69	0.07
Muslim	722	0.7	448	0.44
No religion	40,563	38.1	23,113	23
Other religion	443	0.4	307	0.3
Sikh	923	0.9	540	0.5
Unanswered	5,336	5.0	6,402	6.0

Sex

A man or a woman.

The number of males and females living in the district is almost equal. In 2021 the split was 50.7% (53,993) female and 49.3% (52,443) male (NOMIS).

Sexual orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

This is the first time we have a detailed dataset for sexual orientations within Lichfield District.

Sexual orientation all usual residents aged 16 and over	2021	%
Straight or heterosexual	81,990	92.5
Gay or lesbian	1,020	1.2
Bisexual	713	0.8
Pansexual	94	0.1
Asexual	32	0.0
Queer	1	0.0
All other sexual orientations	7	0.0
Not answered	4,738	5.3

4. Delivering equality in our services during 2022

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. These include:

Building control

We continued to enforce building regulations to ensure the built environment is accessible and can be used by the whole community, including people with a disability.

Car parking

We provide disabled car parking spaces in all our council-owned car parks. Parking in Lichfield City district council-owned car parks is free to blue badge holders, even if they park in a non-disabled space as long as they display their badge.

We also provide a Changing Spaces public toilet in our Friary car park in Lichfield City.

In partnership with Staffordshire County Council, we began to explore the pedestrianisation of Lichfield City centre as part of a planned trial that will take place in 2023. During COVID, several on-street disabled car parking spaces were closed within the city centre, and alternative disabled car parking spaces were provided in council-owned city centre car parks, which were free of charge for blue badge holders. In preparation for the pedestrianisation trial, we have retained the extra disabled car parking spaces and continued to keep the on-street disabled car parking spaces closed. We consulted with external disability experts in relation to the planned trial.

We have and will continue to engage with blue badge holders and the wider community throughout the trial.

Community Infrastructure Levy (CIL) and Section 106 (s106) agreements

We work with developers to secure contributions towards community improvements/infrastructure and engage all sectors of the community in determining how to best use these funds. These contributions help to reduce the impact of developments on local areas and create better quality environments in and around new developments. Projects funded range from improving roads and building new community facilities, through to creating open spaces and improving local schools.

Examples of projects that have positively impacted on communities and specific groups of people, include funding for community halls and the creation of new space to accommodate community activities, provision of open spaces, enhancing medical facilities, supporting a range of arts projects and contributing towards new school provision.

In 2022 we continued to secure and allocate such contributions toward appropriate projects. Looking to the future we will continue to work with developers to secure these contributions and engage all stakeholders and sectors of the community when we determine how best to use these funds.

Community funding

We distributed grants ranging from £6,000 and £50,000 to local voluntary and community groups to deliver outcomes that support groups of residents within the local community. In 2022 this included:

- [MHA Communities \(the Lichfield and District Live at Home Scheme\)](#) – support for their members including dementia day care, developing digital skills, shopping support, care checks and telephone befriending.
- [Liberty Jamboree](#) – who provide new and exciting opportunities for young people and adults with learning and physical barriers in and around Staffordshire.
- [Royal National Institute for Deaf People](#) – awareness raising and support to improve the wellbeing of older people with hearing loss.
- [Spark](#) – wellbeing activities for young people and older people, including wellbeing walks for men and support sessions for dads and male carers.
- [Friends2Friends](#) – offering more opportunities for people with learning disabilities to develop skills and friendship groups.
- [Pathway](#) – supporting those who have experienced economic abuse and helping them address the issues that this presents.
- [CRUSE](#) – bereavement care for residents across the district.
- [Support Staffordshire](#) – support for the voluntary, community and social enterprise (VCSE) sector.
- [South-East Staffordshire Citizens Advice Bureau](#) – providing debt, financial and wider advice to residents across the district.
- [Phoenix Counselling Service](#) - a low-cost counselling service for adults living in Burntwood, Lichfield and the surrounding areas who are unable to afford private counselling.
- [Transforming Communities Together](#) - empowering churches and other faith groups, individuals, groups, and communities to respond effectively to the issues of poverty and social justice that they encounter
- [Lichfield Arts](#) - an independent registered charity based in the centre of Lichfield which is mainly run and supported by volunteers.

Customer services

During 2022, we continued to ensure that our customer services were welcoming and accessible to all in the following ways:

- Our new reception area was opened and offers level flooring. Entry to the building is via steps or a ramp through double width doors.
- 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 refurbished our accessible toilet for visitors.
- Reception is open during the week between 9am and 5pm for general enquiries.
- Customers with more in depth enquiries were able to book face-to-face appointments.
- We continued to encourage the use of our online services, however, for anyone unable to self-serve online, we offered telephone or face-to-face appointments for our trained advisors to assist our customers with their request.
- Our customer services team regularly receives safeguarding and equality training.
- We can offer translation services to customers on request.

Digital services

During 2022, we continued to ensure that our website was welcoming and accessible in the following ways:

- Use of descriptive headers and images so a screen reader can pick them up.
- Clear font colour contrast.
- Descriptive links for easy access on a screen reader.
- Provided clear and consistent navigation mechanisms, orientation information, navigation bars, and a site map that increases the likelihood that a person will find what they are looking for.
- Completed user testing of all online forms to ensure they are easy to use and are accessible.
- Utilised testing software to ensure our web pages remain accessible, compliant, and easy to read.

Governance and democracy

We established the Lichfield District Youth Council which aims to empower its members to problem solve through consultation on decisions impacting young people. It also helps participants to develop their debating skills, encourage the building of relationships, and enables them to represent their school, peers, and community.

Housing

During 2021/2022 we helped 75 people adapt their homes through a Disabled Adaptations Grant.

Our Warm Homes, Greener District initiative works to help local people improve the energy efficiency of their homes, stay warmer in winter and reduce their energy bills. We continue to use and expand our networks to promote and make our services accessible to all residents in the district.

We also offer a wide range of housing, homelessness, and tenancy support services to residents across the district, many of whom have protected characteristics. We also continued to support six properties in the district to offer housing to residents who were rough sleeping or at risk of rough sleeping.

Local plan

During 2022, we continued to ensure that our local planning process was accessible to all and supportive of the needs of our growing district in the following ways:

- We prepared executive summaries to help people understand detailed documents.
- We provided policies to support the delivery of housing, including affordable housing and housing to meet differing needs as well as sites to serve the requirements of the Gypsy and Traveller community and policies to help all our residents live healthy and safe lives.
- We liaised with interest groups and representative bodies to ensure our policies protect and safeguard our important centres, allowing access to services and facilities.

Parks and open spaces

During 2022, we continued to ensure that our parks and open spaces were welcoming, safe and accessible to all in the following ways:

- We installed a new play area at Elder Lane Park in Burntwood.
- Two new pieces of play equipment that are suitable for people of all abilities were installed at Chase Terrace Park.
- We maintained several benches in Beacon and Stowe Parks, which provide resting points for people who are less mobile to enjoy the public space and surroundings.
- The toilets in Beacon Park have disabled facilities with a portable hoist on site. There are also disabled facilities in the football changing rooms.
- Visit the [Lichfield Historic Parks website](#) for further information or email parks@lichfielddc.gov.uk.

Public toilets

We operate seven public toilets across Lichfield and Burntwood, including the public toilet facility within Beacon Park in Lichfield. All facilities either have separate cubicles suitable for disabled people or an all in one unisex cubical suitable for everyone.

Shopmobility

Our shop mobility service supports residents and visitors who have permanent or temporary disabilities within Lichfield city centre. More information on the scheme and how to hire the equipment can be found at www.lichfielddc.gov.uk/shopmobility.

Sports development

During 2022, we worked with several key partners to provide a range of activities to support specific groups. These included:

- [Activities for older adults](#) – aerobics, pilates, relaxation classes and walking netball at Burntwood Leisure Centre, exercise sessions and silver circuits at Friary Grange Leisure Centre.
- [Coaching sessions for young people with autism](#).
- [Dementia friendly activities](#).
- [Children and young people](#) – coaching courses and sessions in swimming, football, gymnastics, tennis, no strings badminton, multi-games and dance.
- [Mothers and toddlers](#) – swimming sessions.

- **Children and young people (aged 5 - 16 years)** – free holiday activity and food sessions for pupils who receive benefit related free school meals.
- To encourage participation, our partner Freedom Leisure offered Leisure Activity Passports (LAP), which provided up to 30% savings on leisure activities across the district. People aged 60 and over, those on means tested benefits, those with disabilities and registered carers can apply for a free LAP.

Our Active Lichfield team provided specific targeted intervention programmes which included:

- Getin2it diversionary programme to reduce anti-social behaviour among young people aged from 7 to 25 years.
- Walking football, cricket and netball for older people.
- Wellbeing Programmes including active fitness, women’s wellbeing yoga, parent and toddler yoga and Tai Chi.
- Disability multi sports sessions for young people aged 5 to 18.
- Providing physical activity, physical literacy and wellbeing programmes within our parks and open spaces.
- Physical activity sessions for young carers.

Waste and recycling

During 2022, we continued to ensure that our waste and recycling service was accessible to all in the following ways:

- Provided 1,147 free/additional domestic waste bins to families where extra waste is generated. This might be due to a medical condition, or children in nappies, and for families of six or more.
- Carried out 1,286 assisted bin collections for people who have difficulties getting their bins to the roadside.
- Our joint waste team continued to operate a full service of emptying bins during 2022.
- Supplied bin collection calendars in braille and large print.

5. Our service equality priorities in 2022

In our 2022 Equality Statement we identified service equality priorities which are detailed below. This section sets out what we said we would do and what we did.

We said:	We did...
Our procurement team will continue to review our policies and procedures to ensure they consider our equality duty.	Our supplier code of conduct was reviewed and updated. Suppliers must always consider the requirements of the Equality Act 2010 in their supply of goods or services to customers and service users.
We will continue to maximise take up of Discretionary Housing Payments (DHP) to support vulnerable people and helping to prevent homelessness.	<p>In 2022/2023 we received £73,830. Currently in this financial year we have spent 91% (£66,948) of the fund. To date we have received 211 applications, of which 88 have been paid and 123 declined.</p> <p>We receive a high percentage of applications that are not eligible and continue to raise awareness through ongoing meetings with our housing team and Citizens Advice Bureau in the hope of reaching those who are most in need of our support.</p> <p>We also worked closely with our local Job Centre, private landlords and other registered providers to try and fully utilise the funding we receive from the Department for Work and Pensions.</p>
We will continue to monitor the protected characteristics of service users and consider the expansion of this monitoring into other service areas where possible.	<p>It is optional for customers to complete this information. We have continued to do this and collected data across the following services during 2022:</p> <ul style="list-style-type: none"> • Discretionary housing payments. • Housing enquiries.
Where services and policies are reviewed and changes are proposed, equality impact assessments (EIAs) will be carried out to ensure the full impact of changes is understood before a decision is made. EIAs are done for a review an existing policy or service, a new or planned policy, a change to an existing policy or service, including temporary changes, and when a service is being stopped.	<p>During 2022, the following EIAs were completed:</p> <ul style="list-style-type: none"> • Housing Allocations Scheme. • Covid Additional Relief Fund (CARF). • Food Service Delivery Plan. • Household Support Fund. • Local Council Tax Reduction Scheme. • Pedestrianisation of Lichfield City Centre. <p>The EIAs helped us to consider the potential impact on residents and service users with protected characteristics and put in place mitigating measures in relation to any changes. We continued to promote the need to complete EIAs internally and updated our committee report templates to ensure the council’s leadership has visibility of the EIAs before approving service and policy change.</p>

We said:	We did...
We will consider revising our equality impact assessment process.	Changes to the equality impact assessment questionnaire were made which make it clearer to complete and encourages the authors to provide more detail. We plan to update this again during 2023.
When conducting customer surveys, we will collect equality trend data.	We collected equality data for: <ul style="list-style-type: none"> • Beacon Park Golf Course Survey. • Budget Consultation. • Lichfield 2050 (as this consultation continues, we will widen the detail of data we collect).
We will ensure new projects, services and strategies implemented because of our local plan or through community infrastructure levy projects will be subject to equality impact assessments.	During 2022 there were no appropriate projects, services or strategies implemented. We will continue to do this for any relevant projects, services or strategies.
We will work to ensure all elected members have completed recent training in safeguarding and child sexual exploitation.	Over 55% of our members have received training since 2019. After the elections in May 2023, we will be rolling out a new programme for all our district council members.
We will continue to embed equalities and our corporate value of having respect for everyone.	We published our Belonging and Wellbeing Strategy, reinvigorated our Belonging and Wellbeing Group, created inclusion networks, and continued to encourage openness, inclusion, and wellbeing through our All Hands calls, and wider engagement. We also provided direct and tailored support to staff with specific needs.
We will ensure equality and accessibility are key outcomes from our digitisation programme in ensuring the delivery of consistent customer journeys and easy to use online services.	We appointed a new user experience team member to work with customers to make sure our digital journeys are accessible and easy to use. Our digital team is taking part in training on accessibility which we will continue into 2023.

6. Our service equality priorities for 2023

We will undertake the following actions in 2023:

- Our procurement team will continue to review our policies and procedures to ensure they consider our equality duty.
- We will continue to maximise take up of Discretionary Housing Payments (DHP) to support vulnerable people and helping to prevent homelessness.
- We will review the way we monitor the protected characteristics of our service users and those who complete our customer surveys.
- When services are reviewed, changed, or developed, we will carry out equality impact assessments to ensure the full impact of changes is understood before final decisions are made.
- We will again update our equality impact assessment questionnaires to ensure more information is captured to explain our decisions.
- We will ensure new projects, services and strategies, implemented because of our local plan or through community infrastructure levy projects, will be subject to equality impact assessments.
- We will continue to work to ensure all elected members have completed recent training in equalities as well as safeguarding and child sexual exploitation.
- We will continue to embed equalities and our corporate value of having respect for everyone.
- We will continue to ensure equality and accessibility are key outcomes from our digitisation programme in ensuring the delivery of consistent customer journeys and easy to use online services.
- We will reprocure our website software and accessibility will be at the heart of the procurement.
- We will establish a community focus group to discuss different topics which will include equality, diversity and inclusion issues locally, including digital and assistive technologies.
- We will support more technologies and initiatives that provide a more welcoming environment to customers visiting us, including Sign Live and the Sunflower scheme.
- We will continue to support the Lichfield District Youth Council who meet monthly.

Further actions will be identified during 2023 as part of the council's work to create an Equalities Action Plan. Progress against these and any new actions will be reported regularly to the council's management team. Updates will also be presented to the council's Cabinet.

7. Delivering equality in employment during 2022

We aim to provide an inclusive, respectful, and discrimination-free work environment for all our employees. We want all our employees to feel respected and appreciated. We have three core values that our staff and councillors work towards:

- **Put customers first** - We are passionate about our customer service. We always listen and work with our customers to meet their needs. We take responsibility for things we can change and improve and encourage our customers to do the same.
- **Improve and innovate** - We challenge each other to look for ways to do things better. We listen to feedback and learn from it so we can improve. We welcome change and move forward with confidence.
- **Have respect for everyone** - We listen to everyone and understand each other's views and pressures. We appreciate each other and trust our colleagues to do a good job to the best of their ability.

We want to have a workforce that celebrates equality, diversity, and inclusivity as part of everyone's work life balance. We published our **Belonging and Wellbeing Strategy** in 2022 which is helping us to promote and encourage more staff engagement in the belonging and wellbeing agenda. We also restarted our **Belonging and Wellbeing Group** with 'champion' representatives from all services.

We continued to encourage our staff to create inclusion networks, to date we have **networks for LGBTQ+, Carers, Menopause and Young Persons**.

We remained **committed to promoting and encouraging an inclusive culture** where people can openly and constructively express their feelings without fear of retribution and criticism. In support of this we maintain policies on whistleblowing and the prevention of bullying and harassment, to ensure employees can raise concerns in confidence without fear of retribution.

When changes were proposed, our management team consulted with employees, both as individuals and collectively through employee representatives with support from the human resources team.

Our **new office space was opened in 2022**. There are two accessible electric height adjustable desks, and the new carpets have a contrasting colour for walkways and desk areas. We also continued to adjust and meet the needs of employees with a disability. Examples include the purchase of specialist technology (speech recognition software) for users who have had difficulty using keyboards/mice, provision of specialist ICT equipment such as an upright mouse or trackball devices, specialist keyboards and specialist furniture, such as rise and fall desks, ergonomic seating for people with long term chronic back, neck or leg issues and specialist seat pads for drivers with conditions, such as sciatica or sacro iliac damage.

8. Workforce data

As of December 2022, we employed 315 people, 129 were female (41% compared to 51% of residents in the district) and 186 were male (59% compared to 49% of residents in the district). Of our 315 members of staff, 244 (77%) are full time employees and 71 (23%) are part time.

Just over 3% of our employees are from black and other ethnic backgrounds (compared to 5% of the district). Of those who provided the information 2.7% have a disability (compared to 18% of residents living in the district).

The age ranges of our workforce are shown below with a comparison to residents aged 16-64.

Age ranges	Workforce	Residents
16-24	7%	9%
25-34	16%	11%
35-49	30%	18%
50-64	47%	21%

We regularly collect information relating to our employees and this helps us monitor changes in our workforce profile. In 2022 we planned to collect a wider range of data from our employees relating to protected characteristics. Due to our major organisational restructure this survey was undertaken in early 2023 and the result will be published to www.lichfielddc.gov.uk/equality in April 2023.

9. Equality in employment improvements in 2022

In our 2022 Equality Statement we identified employment equality priorities which are detailed below. This section sets out what we said we would do and what we did:

We said:	We did...
We will continue to assess key policies, procedures and procurement. This included our Belonging and Wellbeing Strategy and the Equality and Diversity Policy.	We want our staff to feel that we are an organisation that is truly inclusive and a place where everyone feels empowered and valued. As part of this, we published our Belonging and Wellbeing Strategy . Our new Equality and Diversity Policy will also be published to www.lichfielddc.gov.uk/equality in early summer 2023. It has been delayed so we can include the results of our equality and diversity staff survey.
We will continue to collect, analyse and publish key workforce data.	Workforce data was collected and is published as part of this Equality Statement.
We will continue to increase the number of staff that successfully complete equality awareness training so at least 50% of all employees have completed training and 100% of all employees in front line customer facing roles.	68% of staff who have online access completed equality and diversity training.

10. Our employment equality priorities for 2023

We will undertake the following actions in 2023:

- We will continue to assess key policies, procedures, and procurement.
- We will continue to collect, analyse, and publish key workforce data which will feed into our workforce development plans, it will also assist how we develop and attract the workforce of the future.
- We will continue to increase the number of staff that successfully complete equality awareness training.
- We will further encourage staff members to create inclusion groups.
- We will update and review our internal Equality and Diversity documents and information.
- Provide an Inclusive calendar for employees, this will give insight to various observance/events days and dates throughout the year.

11. How we monitor progress and identify equality issues

How we monitor our progress and ensure we have the right data to both inform and review how well equality issues are embedded into our services, underpins our service delivery.

We will achieve this in the following ways:

- The actions and priorities identified in this Equality Statement will be monitored throughout 2023 as part of an **Equalities Action Plan** that is monitored by the council's management team. Updates will also be presented to the council's Cabinet.
- A full progress update will be reported in the council's next **Equality Statement in 2024**.
- We are monitored by the Equality and Human Rights Commission and the government's Equalities Office to ensure equality issues are addressed.

If you would like this document in large print, another format or colour, please call 01543 308129 or email EDI@lichfielddc.gov.uk