

Appendices to Equality Policy 2024-2027

Appendix 1: Definition of “protected characteristics”

Age

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

Disability

A person has a disability if she or he has 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.

Gender reassignment

The process of transitioning from one gender to another.

Marriage 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 where permitted by the Equality Act).

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. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race

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

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. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex

A man or a woman.

Sexual orientation

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

Appendix 2: A look back at our last Equality Policy

Objective 1: Address social issues that impact on equality

1.1. Community cohesion and hate crime

Action	Update
Maintain public “No Prejudice in Herefordshire” campaign and mark it annually with an event. Support the Police on their hate crime awareness week.	<ul style="list-style-type: none"> The “No Prejudice in Herefordshire” campaign was promoted at the community Pride event held at the Courtyard on 2 October 2021. We have initiated putting No Prejudice logos in leisure centres, libraries and museums. We have purchased large scale No Prejudice flags which will be flown from council buildings to mark certain occasions. The Community Safety Partnership promotional material for the Hate Crime Awareness Week carried a link to the No Prejudice web page.
Other detailed actions/objectives can be found within the Herefordshire Community Safety Strategy .	<ul style="list-style-type: none"> Herefordshire, led by West Mercia Police, has successfully applied for Safer Streets funding with match funding totalling over £1million. This is an investment on making Hereford city safer, by deterring crime and anti-social behaviour in identified hotspots, especially around the night time economy. This will contribute to reduce hate crimes in these areas and improve community cohesion. In addition, Safer Streets 4 funding for the whole of West Mercia has been successfully awarded. Funding will be used to improve lighting and CCTV in Leominster and Ross town centres. In late 2020, the council commissioned a Community Wellbeing Survey to provide an improved understanding of Herefordshire’s diverse communities. Subjects included community cohesion and feelings of safety. In March 2023, Victim Support delivered a presentation on Hate Crime and support services at the partnerships’ Practitioner Forum. Victim Support are currently undertaking targeted work with housing providing on identifying and responding to Hate Crime. MENCAP are currently undertaking a piece of work to increase the number of safe places in Herefordshire.

1.2. Domestic abuse

Actions	Update
<ul style="list-style-type: none"> Make Herefordshire a place where domestic abuse is totally unacceptable. Provide safe supported “satellite” accommodation for victims of domestic abuse to complement the existing refuge service. Offer targeted interventions supporting children and young people. 	<ul style="list-style-type: none"> A “White Ribbon Domestic Abuse Conference” runs annually in November. It is an all-day virtual event to share experiences and raise awareness of domestic abuse. In November 2023 over 260 people booked onto the White Ribbon Conference – to #change the story. The Council is a White Ribbon organisation. A programme of training on identifying and responding to domestic abuse, is available through the partnerships training programme.

Actions	Update
<ul style="list-style-type: none"> Other detailed actions/objectives can be found within the Herefordshire Domestic Abuse Strategy 2019-22. 	<ul style="list-style-type: none"> The Herefordshire Domestic Abuse Local Strategic Partnership meets quarterly to oversee the delivery of the DA Strategy. Commissioned additional housing provision for victims to complement the refuge. DA Needs Assessment currently being refreshed for 2024 and DA Strategy also to be updated. DA Support Services recommissioned. New services due to start in April 2024. This includes safe accommodation with support both in refuge and dispersed units. Both existing and new DA support contract include specific support for CYP. DA specialists work in both the ECHO and Early Help teams.

1.3. Female genital mutilation (FGM), forced marriage, and honour based violence

Actions	Update
<p>Herefordshire's response to these issues is coordinated under the Herefordshire Domestic Abuse Strategy 2019-22.</p>	<ul style="list-style-type: none"> Training on FGM, forced marriage, and honour-based violence is available through the Herefordshire Safety Partnership's training programme. A learning briefing on honour-based violence for practitioners was published in 2023.

1.4. Modern slavery and adult sexual exploitation

Action	Update
<p>Ensure that we use our powers, influence and responsibilities to prevent and act against modern slavery, as set out in our Modern Slavery Statement.</p>	<p>The Council's standard terms and conditions now include clauses on compliance with the law and Equality Act and Modern Slavery Act.</p>

1.5. Radicalisation

Action	Update
<p>Hold monthly meetings of Herefordshire's Channel Panel. Publish Channel procedure document. Continue to deliver enhanced "Workshop to Raise the Awareness of Prevent" (WRAP) training (delivered regularly to schools and council staff).</p>	<ul style="list-style-type: none"> Monthly Channel Panel meetings take place to consider Prevent Referrals. The Herefordshire Counter Terrorism Profile is completed and received annually.
<p>All staff and councillors undertake mandatory Prevent training.</p>	<p>Prevent mandatory e-learning is completed by all new starters in the council, and existing staff undertake it on a three yearly cycle. The training module has gone through an internal review and will be superseded by a new national module, expected late 2024.</p>

1.6. Child sexual and criminal exploitation

Action	Update
<p>Ensure an effective response to children and young people at risk of, or being, sexually exploited, including those who go missing from home or</p>	<ul style="list-style-type: none"> The Get Safe model to respond to child exploitation and contextual safeguarding risks has been adopted in Herefordshire. Get Safe is a multi-agency approach to keep

Action	Update
care as well as those who are trafficked for the purposes of sexual exploitation and criminal exploitation.	<p>children safe from exploitation and contextual safeguarding issues, such as radicalisation and gang affiliation.</p> <ul style="list-style-type: none"> • Exploitation and Vulnerability training, delivered by West Mercia Police, is available through the partnership training programme. • Get Safe Contextual Safeguarding Conference was held January 2024, with over 160 delegates attending.

1.7. Health inequality

Action	Update
<p>Protect and improve the health and wellbeing of Herefordshire residents and reduce health inequalities.</p> <p>More detail on actions and objectives can be found within Herefordshire Joint Local Health and Wellbeing Strategy 2023 – 2033.</p>	<p>The Health and Wellbeing Strategy is a key document that is jointly owned and one that promotes collective action to meet those needs. Having taken into account the views and comments from residents and partners and what we know about the issues from our Herefordshire data, the central focus of the strategy at the beginning of this ten year period will be:</p> <ol style="list-style-type: none"> 1. 'Best start in life for children' 2. 'Good mental wellbeing throughout life' <p>The Health Inequalities Strategy was also developed in 2023 and focused on reducing health inequalities across the population, particularly people living in rural areas, the Travelling community and unregistered individuals, over the next 3 years. We will work in partnership to develop local solutions, using national frameworks and best practice, which encourage and empower people of all ages and abilities to reduce inequalities and improve health and wellbeing; focusing on:</p> <ul style="list-style-type: none"> • Engaging healthcare professionals to improve digital and health literacy • Empower and support workforces to understand and deliver equitable services that reduce inequalities and address workforce inequality and training needs • Reaching communities to work in partnership to reduce inequalities
<ul style="list-style-type: none"> • Work with health partners to analyse on-going Covid intelligence, and develop actions to reduce identified inequalities. • Publish summary of Herefordshire's Covid data. 	<p>Covid-19 intelligence summaries were published on the Understanding Herefordshire website on a fortnightly basis.</p>

1.8. Housing

Action	Update
<p>Undertake a needs assessment specifically for vulnerable groups. The outcomes from this assessment will feed into the upcoming housing strategy and will provide evidence for the provision of additional specialist housing and/or support if required.</p>	<p>The housing strategy 2021-2026 was published in December 2021, this document brings together a wide range of information to build a picture of housing in Herefordshire including forecast data for additional specialist housing and support for a wide range of vulnerable groups.</p>

Objective 2: Promote our values and acceptable standards of behaviour

Action	Update
<ul style="list-style-type: none"> All staff and councillors adhere to the Code of Conduct. All staff and councillors undertake mandatory equality training (which incorporates unconscious bias) in order to embed our values and make our expectations clear. Our annual "Performance & Development Plan" asks every individual member of staff how they have demonstrated the council's cultural behaviours and values in the workplace. Regularly review policies which support our councillors and staff if they experience offensive behaviour, harassment, sexual harassment, cyber bullying or assaults by members of the public. 	<ul style="list-style-type: none"> All new and existing staff are asked to sign the Code of Conduct and complete a mandatory e-learning module to support their understanding of the Code of Conduct. Through work with our Black and Asian staff network in 2023, a new Dignity at Work Policy was launched, alongside the development of a zero-tolerance public statement and the development of new staff networks. Reference to the Councillors' "Members Officers Relations Code" is included. Equality e-learning is undertaken by all staff, and the module is undergoing significant rewrite for 2024 to reflect the work and aspirations of the council. A suite of equality e-learning modules were purchased in 2022 and launched during Race Equality Week. These are accessible to all staff through the council's learning system. A number of awareness days have been embraced and promoted, ranging from activities, networking opportunities, guest speakers and resource development, particularly around International Women's Day, Pride, Black History Month and Carers Week. The annual "PDP" is now called "My Conversation", and encourages a conversation about behaviours. From April 2024 the council will launch new THRIVE values, one of which is inclusivity. Policies, guidance and working practices will be revised and developed to support how the new values will be embedded within the council. The reporting procedures for complaints has been reviewed and a "no excuse for abuse" campaign refreshed and updated on the staff intranet. There have also been numerous communications to promote the council's whistleblowing policy and procedure.

Objective 3: Make fair and equitable decisions

Action	Update
<ul style="list-style-type: none"> Ensure that decision makers have sufficient evidence of the impact that proposed policies and practices are likely to have on people with different protected characteristics. Ensure that we award contracts only to organisations who can evidence that they are fully compliant with the Equality Act and Modern Slavery Act, and ensure that contractual terms and conditions stipulate this. 	<ul style="list-style-type: none"> We have updated our EIA template and guidance for report writers, and all decision reports are screened by the Equality Team prior to decision meeting. The Council's standard terms and conditions now include clauses on compliance with the law and Equality Act and Modern Slavery Act.

Objective 4: Recruit fairly and support our workforce

4.1. Support for staff

Actions	Update
Carry out review of all human resources policies to ensure that they take into consideration the protected characteristics, and the diverse nature of families (eg. providing equity for people in same-sex relationships, or people undergoing gender reassignment).	A council-wide HR policy and procedure review is ongoing and will be a continuous piece of work. Each document will have a reference to its impact on Equality Act 2010 and protected characteristics and other legislation that relates. Staff networks will be engaged during the developmental stages where relevant to help inform the tone and inclusive nature of policies.
Develop an intranet page to support staff wellbeing, to include guidance on a wide range of equality issues, eg. menopause, mental health, neurodiversity (autism, dyslexia, etc), carers, new or expectant parents, LGBT+.	Monthly “what’s on” intranet pages were launched in 2022. The monthly updates seek to promote discussion and raise awareness about a number of health and wellbeing and equality related initiatives, and celebration dates each month. The launch, in August 2023, of the new health and wellbeing education programme also introduced a series of awareness raising sessions for the workforce. These included sleep, mental health and menopause.

4.2. Better ways of working

Action	Update
Managers to continue to have one-to-one discussions with each member of their team to discuss their personal circumstances and ensure that they are supported to work from home, or to work safely in a Covid-secure workplace.	Our “flexible futures” programme of work was successful in supporting and transitioning staff to new working styles post Covid. Beyond Covid, managers are encouraged to discuss working style and flexibility in the annual My Conversation discussion.

4.3. Recruit fairly

Action	Update
Maintain our compliance with the Disability Confident initiative.	The council continues to comply with the Disability Confident initiative through its inclusive recruitment process. A review is planned during the next tenure of the Equality Policy.
Develop and deliver Disability Equality Training (DET) sessions to improve knowledge and confidence of staff and managers – incorporate information on reasonable adjustments.	<ul style="list-style-type: none"> DET training sessions were drafted but not scheduled in due to limited capacity. A new, detailed intranet page on reasonable adjustments went live in May 2021, and was promoted to all staff.
<ul style="list-style-type: none"> Annually monitor the protected characteristics of our staff (including the monitoring of grievance and disciplinary procedures by protected characteristic of the individual involved). Increase amount of diversity data collected from employees (as seen in our 2019 workforce analysis) to improve our understanding of the diversity of our workforce and highlight any anomalies. 	<p>Annual and periodic reminders go out to all staff to complete their personal data on their HR record. The introduction of a new category for sexual identity was introduced in 2023. It remains a challenge to capture data and more work is required to transfer data between systems.</p> <p>All data is analysed and published in our annual “equality in employment” report: Equality, diversity and inclusion – Herefordshire Council</p>

4.4. Gender pay gap

Action	Update
Annually publish the council's gender pay gap within the overarching equality analysis of the workforce, published in January each year.	All data is analysed and published in our annual equality in employment report: Equality, diversity and inclusion – Herefordshire Council
Develop an action plan to address the council's gender pay gap	An action plan was developed alongside the annual publication of data in 2023.

4.5. Increase the diversity of our elected representatives

Actions	Update
<ul style="list-style-type: none"> For all future elections of councillors and parish councillors, continue our efforts to increase representation of minority groups. Continue to monitor the protected characteristics of candidates and elected councillors. Continue to review the policies in place for councillors, so that they support candidates from diverse backgrounds. Also investigate the feasibility of putting in place maternity and parental leave for councillors. 	<ul style="list-style-type: none"> The council has produced a dedicated section on its website to promote the role of a councillor (both parish and ward level) to any member of the public who may be eligible to stand. See Become a Herefordshire councillor – Herefordshire Council. Diversity monitoring is carried out at ward and parish level for each new cohort of councillors (see Appendix 5).

Objective 5: Make our services accessible

5.1. Accessibility of buildings and the built environment

Action	Update
<ul style="list-style-type: none"> When designing infrastructure schemes and redesigning the public realm in our city and town centres, we will work with user groups to ensure that the design improves access for all. In all our proposals, we will aim for the highest level of accessibility, to make things easier and safer for parents (eg. areas for breastfeeding), for disabled people (eg. Changing Places toilets), older people (eg. suitable benches), etc. 	A Changing Places toilet will open in Maylord Orchards in 2024.

5.2. Language and alternative formats

Actions	Update
<ul style="list-style-type: none"> Maintain efficacy of Herefordshire Language Network (HLN) by a continual programme of review and training. Continue to educate staff on the need for alternative formats. 	<ul style="list-style-type: none"> The HLN remains consistently busy, with a monthly average of 325 bookings in 2021, 500 bookings in 2022, and 619 bookings in 2023. A "Foundation Course for Interpreters" was held each year in 2021, 2022 and 2023. The courses were attended by 44 delegates in total, many of whom have since undertaken work for the HLN. 3 professional development workshops for interpreters were run in May 2021. 79 interpreters in total attended. Staff were reminded of their responsibility to provide alternative formats as required in individual team meetings and a corporate newsletter throughout 2023.

5.3. Digital access to services

Actions	Update
<p>Ensure that all Herefordshire Council-owned websites, intranet and apps comply with the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations.</p>	<p>We have implemented a rigorous monitoring process for our existing websites, and applications. Regular assessments are conducted to evaluate their accessibility and identify areas for improvement. We have also established protocols to ensure that no new content is added to our digital platforms without first meeting accessibility standards. Accessibility is integrated into our procurement process for any new website or digital application. Before entering into contracts with suppliers, we thoroughly assess their products to ensure they meet the accessibility requirements outlined in the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations. While we have made significant progress ensuring accessibility across our digital landscape, there is still work to be done. Currently, one of our websites and our intranet are not fully compliant with the regulations. We are actively working to address these issues and bring these platforms into full compliance as soon as possible. We will continue to prioritise accessibility in all our digital platforms and communications.</p>
<p>Continue to ensure that alternative methods of engagement, communication and service delivery are available for people who do not use the internet.</p>	<p>Customer Services will:</p> <ul style="list-style-type: none"> • Continue to provide a good-quality service offer for our customers who do not have access to digital technology or for whatever reason prefer not to engage with us via this method. • Continue to offer alternative channels either via the phone or face to face depending on customer need, supported with an “assisted digital” offer.
<p>Maintain and increase the access to high quality virtual learning materials for all.</p>	<p>Where the local authority has responsibility to provide suitable education for pupils, consideration will be given to the DfE non-statutory guidance “Providing remote education” before deciding the most effective form of education for the individual. Attendance is essential for pupils to get the most out of their school experience, including for their attainment, wellbeing, and wider life chances. Remote education should not be viewed as an equal alternative to attendance in school. For this reason the local authority would only use remote learning as a last resort when the alternative would be no education, and only after it has been established that the pupil is, or will be, absent from school. In such cases, remote education can have the benefit of allowing absent pupils to keep on track with their education and stay connected to their teachers and peers. Where children are registered with a school, there would be an expectation that access to necessary equipment (hardware and software) would be provided. In the rare case that remote education was offered temporarily to a child who was not registered at a school, the local authority would provide the necessary access. Since the end of the pandemic, this responsibility now sits directly with schools rather than the LA.</p>
<p>Deliver Fastershire grant scheme in order to continue the roll-out of superfast broadband to difficult-to-reach areas.</p>	<p>There is 95.7% Superfast and 80.24% Full Fibre coverage as at December 2023. The Fastershire programme will close in March 2024.</p>

Objective 6: Provide tailored support

6.1. Gypsy, Roma & Traveller (GRT) communities

Action	Update
<p>Consistently follow the formal allocation policy to ensure that people applying for a pitch can be assessed using a fair and transparent method. Continue to action the planned rolling programme of improvement to Traveller sites.</p> <p>Further, detailed actions can be found within the Traveller Site Development Plan.</p>	<p>The allocation policy is been used consistently and is being reviewed to include a greater emphasis regarding a section on safeguarding. This will be complete by April 2024.</p> <p>The Capital Project 1 is complete and all sites have received improvements. This project is separate to the general revenue spend which works on a rolling programme of planned works and repairs.</p> <p>The Capital Project 2 has commenced and will include the provision of additional pitches at one of the rural sites and refurbishment of damaged plots at the same site.</p>
<p>Build and maintain effective relationships with vulnerable GRT families in Herefordshire to support access and inclusion in education and address barriers to good educational outcomes for children.</p>	<p>Two GRT Education Support Workers support traveller families in Herefordshire. They build close working relationships with the families and help address any barriers to education they may face. Currently the GRT team are supporting families of 120 children in Herefordshire.</p> <p>The service is accessed by families and schools requesting support, or by a referral from social care colleagues.</p>
<p>Work in partnership with schools and other professionals to ensure the timely provision of services to families towards improvements in outcomes (eg. educational attendance and attainment; health inequalities; inclusion and access to services).</p>	<p>The work of the GRT Education Support Workers is varied but includes the following:</p> <ul style="list-style-type: none"> • helping parents to find an appropriate nursery or school and supporting them to fill in an application. • supporting parents with meetings at school if there are issues with attendance or behaviour. • supporting young people to access further education post-16. • attending meetings if there is multi-agency involvement. • advising schools to increase understanding of any cultural aspects of working with GRT families and work to improve inclusivity and reduce discrimination.
<p>Assess the longer term requirement for new pitches and identify new pitches to meet this requirement as part of the Core Strategy update.</p>	<p>A revised Gypsy and Traveller Accommodation Assessment was completed in 2022 and is being used as the evidence base for the new local plan that is currently being prepared and which covers the time period up to 2041. The Council will seek to identify the required number of new pitches and plots in the Local Plan.</p>

6.2. Children in education: peer-on-peer abuse

Action	Update
<ul style="list-style-type: none"> • Promote to all Herefordshire schools the benefit of having a distinct, stand-alone peer-on-peer abuse child safeguarding policy. • Ensure that school exclusion policies explicitly state the forms of peer-on-peer abuse that will result in permanent exclusion. • Establish a pool of resources for schools to address complex cases of peer-on-peer abuse. • Identify and provide extra resources for family support workers who work with schools. • Include reference to peer-on-peer abuse in all relevant council policy (eg. the children and young people plan). 	<p>Now called "Child on Child".</p> <p>Herefordshire Council has developed bespoke Peer on Peer guidance for schools. The guidance identifies the procedures to be followed.</p> <p>Central government introduced a zero tolerance approach to sexual harassment and violence in schools and incorporated the guidance into the 2022 edition of KCSIE. This helped to support all schools in understanding what this type of abuse looked like and the ways to combat it.</p> <p>The Herefordshire Children's Safeguarding Partnership has helped to raise the profile of this type of abuse and signpost to agencies that can support, providing additional training to the wider work force in order to help understand and deal with instances.</p>

6.3. Children for whom English is an additional language

Action	Update
Continue with teaching/interventions and learning support to enhance attainment of EAL pupils.	The EAL service has improved the academic performance of our EAL pupils. Targeted teaching and personalised support have helped students overcome language barriers, boosting both language skills and overall academic achievement. The dedicated EAL team, along with collaborative efforts, have created a more inclusive learning environment, leading to increased confidence and positive developments among EAL students.
Specifically target and offer monitoring assessments to track language proficiency and academic progress of the most vulnerable EAL learners affected by interrupted learning throughout Covid-19.	The team have completed the targeted monitoring assessments for our most vulnerable EAL learners. This effort, specifically addressing the impact of interrupted learning during Covid-19, aims to track language proficiency and academic progress. The team's commitment is to provide tailored support based on individual needs. Having mechanisms in place for upskilling TAs to provide ongoing support.
Bring the needs of refugee children in Herefordshire schools into focus; their needs identified and precisely addressed to ensure the positive contributions that they bring to the county are celebrated and acknowledged.	The team has addressed this action through comprehensive efforts. They have identified and addressed individuals' unique needs, ensuring that the positive contributions brought to the county are celebrated and acknowledged. Our commitment to fostering an inclusive and supportive environment for the students remains a key priority. In recognising and addressing need, we have encouraged the children to thrive academically and contribute positively to our community.
To welcome and support new arrivals from Afghanistan under the ARAP and ACRS schemes.	The team continue to welcome new arrivals from Afghanistan under these schemes. Careful planning and collaboration have been implemented with support systems to assist newcomers in their transition. The focus has been not only to make them feel welcome but also receive the necessary resources and assistance to integrate smoothly into our community and educational environment.

6.4. People with a Learning Disability

Action	Update
The Learning Disability Strategy 2018 to 2028 sets out the long term plans of Herefordshire Council and Herefordshire Clinical Commissioning Group. An easy-read version of this strategy is available.	A key focus in 2023-2024 has been to transform the offer for people with learning disabilities, particularly in relation to supported accommodation and day opportunities. A new supported living framework has been developed and will shortly open for tenders. Work on the new framework for day opportunities has been co-produced with providers to ensure full engagement and to maximise innovation. The transformation will continue into 2024-2025 with the extension of the Shared Lives Scheme and improvements to respite provision in the county. The Learning Disability Partnership Board has continued to meet to oversee the implementation of the strategy and to champion issues for people with learning disabilities.

Action	Update
<p>Herefordshire Shared Lives is a scheme which provides people with long-term placements, short breaks and respite care, within carers' own homes. The scheme supports people with a learning disability, but also people with mental health problems, or other needs that make it harder for them to live on their own. Proposed actions:</p> <ul style="list-style-type: none"> • Support more people with a learning disability to remain living in their family home by increasing the short breaks offer to families by 25% by 2025. • Recruit 5 Shared Lives Carers 2022-2023 specifically to support younger learning disabled adults. 	<p>As at November 2023, Shared Lives in Herefordshire supports 63 people, 56 in long term arrangements (10 of whom also have short breaks) and 7 solely in respite, the majority of whom are people with a learning disability. There are a total of 73 Shared Lives arrangements – 56 long-term and 17 short breaks/respite.</p> <p>A comprehensive review of the service was carried out in November 2023, with the aim of developing an effective strategy towards the growth, development, and diversification of Shared Lives in Herefordshire.</p>

6.5. Armed Forces

Action	Update
<ul style="list-style-type: none"> • The armed forces community is identified as a distinct group and becomes a key consideration in the council's governance and decision making process when developing policies and strategies. 	<p>The Covenant Legislation requires that due regard is paid when delivering services around Housing, Health and Education. A statutory requirement document is being agreed to ensure that those areas and others within scope of the covenant are adhering to the requirements.</p>
<ul style="list-style-type: none"> • All front line staff to routinely ask customers whether they are a current or ex member of the armed forces, related to, or a carer of either. 	<p>This is recommended as part of the new on line training module for the Armed Forces with teams and services dealing directly with the public targeted for further support and training to make it a mandatory request for relevant Council services.</p>

Appendix 3: The protected characteristics of Herefordshire's population

The figures shown in this section are percentages of the Herefordshire population.

Sex/Gender

	Men	Women	Total Population
Census 2011	51%	49%	183,477
Census 2021	51%	49%	187,100

Religion & Belief

	Christian	Muslim	Jewish	No religion	Buddhist	Hindu	Sikh	Any Other	Not answered
Census 2011	67.8%	0.2%	0.1%	22.8%	0.3%	0.1%	0.0%	0.5%	8.2%
Census 2021	54.9%	0.4%	0.1%	36.6%	0.3%	0.2%	0.1%	0.5%	6.9%

Ethnicity

	Any Other Ethnic Group	Asian/Asian British	Black/African/Caribbean/Black British	Mixed/multiple ethnic group	White Other	White English, Welsh, Scottish, Northern Irish,	White - Romany Gypsy/Irish Traveller
Census 2011	0.2%	0.8%	0.2%	0.7%	4.3%	93.7%	0.2%
Census 2021	0.5%	1.2%	0.3%	1.1%	5.5%	91.1%	0.3%

Age

	0-15	16-24	25-29	30-44	45-59	60-64	65-74	75-84	85+
Census 2011	17.1%	9.7%	5.3%	17.9%	21.2%	7.4%	11.2%	7.2%	2.9%
Census 2021	16.0%	8.2%	5.2%	16.4%	21.1%	7.3%	13.6%	8.8%	3.5%

Sexual Orientation

The 2011 Census did not ask about sexual orientation. In the 2021 Census, the question was voluntary and was only asked of people aged 16 years and over.

	Bisexual	Gay/ Lesbian	Straight/ Heterosexual	Other	Not answered
Census 2021	0.90%	1.04%	89.70%	0.23%	8.12%

Disability

	Disabled (day-to-day activities limited a little)	Disabled (day-to-day activities limited a lot)	Total disabled	Not disabled
Census 2011	-	-	18.7%	81.3%
Census 2021	10.3%	6.7%	17.0%	83.0%

Gender Identity

The 2011 Census did not ask for information about gender identity. The percentages below show Herefordshire's population (aged 16 years and over).

	Gender identity the same as sex registered at birth	Gender identity different from sex registered at birth but no specific identity given	Trans woman	Trans man	Non-binary	All other gender identities	Not answered
Census 2021	93.22%	0.14%	0.06%	0.07%	0.05%	0.02%	6.44%

Appendix 4: Hate crime in Herefordshire

The figures below relate specifically to Herefordshire, and are sourced from West Mercia Police. Data is reliant on a hate crime marker being applied to an offence or non-crime incident.

Definitions:

- A **recorded crime** is a crime by law and these have to be notified to the Home Office.
- A **non-crime investigation** is a report to the police that has involved some sort of police management (such as safeguarding activity) but does not amount to an offence in law.
- A **hate marker** is an indicator showing that that particular incident or crime has been perceived by the victim (or any other person) to be motivated by hostility or prejudice based on one or more of the victim's protected characteristics.

Recorded crimes with a hate marker

Period	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
2019/20	14	13	12	17	14	14	17	17	11	12	15	7	163
2020/21	4	14	22	12	27	21	18	8	14	10	10	21	181
2021/22	28	29	22	32	25	25	27	27	17	15	18	27	292
2022/23	27	32	29	23	33	28	20	24	33	12	20	10	291

Non-crime investigation with a hate marker

Period	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
2019/20		2	1	4	1	3	2	3	2	5	3	6	32
2020/21	2	3	1	2	3	1	5		1	5	6	7	36
2021/22	4	6	3	4	2	2	1		1	3	2	2	30
2022/23	2	8	3	2	1	2	2	2	2	2	2	5	33

Recorded crime by hate type 2022/23

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
Disability	4	10	4	7	4	5	2	4	5	3	4	1	53
Religion/Belief		1				2							3
Race	11	14	18	8	24	17	14	18	25	7	9	7	172
Sexual Orient	10	6	4	6	6	5	4	3	3	3	6	2	58
Transgender	2	2	3	2							1	1	11
Total Markers	27	33	29	23	34	29	20	25	33	13	20	11	297

Non-crime investigation by hate type 2022/23

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
Disability		3	1				1	1		1		1	8
Religion/Belief											1	1	2
Race	2	2	2	1	1	2	1		2	1		3	17
Sexual Orient		3		1				1			1	1	7
Total Markers	2	8	3	2	1	2	2	2	2	2	2	6	34

Appendix 5: Diversity profile of Herefordshire county councillors

In May 2023 a new cohort of 53 councillors took office. Each was asked to identify their protected characteristics, and 87% responded. The following charts compare the diversity profile of the 2023 councillors with the cohort from 2019, and are shown as numbers of people. Some categories have been grouped together in order to avoid identification.

Sex/Gender

	Female	Male
2019	21	32
2023	14	31

Religion & Belief

	Christian	No religion	Buddhist	Any Other	Not answered/ prefer not to say
2019	28	14		3	8
2023	28	12	3	3	

Ethnicity

	Any Other Ethnic Group	White Other	White English, Welsh, Scottish, Northern Irish, British	Not answered/ prefer not to say
2019	1		45	5
2023	1	2	42	

Age

	16-24	25-44	45-64	65-74	75+
2019	0	3	24	15	4
2023	1	3	21	12	9

Sexual Orientation

	Gay/Lesbian/ Bisexual/Other	Straight/ Heterosexual	Not answered/ prefer not to say
2019	4	42	7
2023	6	34	2

Gender Identity

In 2019, elected councillors were not asked for information about gender identity. In 2023, the responses from those councillors who supplied their data showed that all (100%) identified with the same sex as registered at their birth.

Disability

	Disabled	Not disabled	Not answered/ prefer not to say
2019	7	40	6
2023	4	42	0

Marital Status

	Single	Married	Divorced or separated	Other	Not answered/ prefer not to say
2019	5	30	6	4	8
2023	9	29	4	2	2

National Identity

	English	British	Welsh or Irish	Other	Not answered/ prefer not to say
2019	17	30	2	0	4
2023	21	22	3	0	0