

# **Pendle Borough Council Equality & Diversity Policy 2025 – 2028**



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## 1. Scope

This policy applies to:

- All service users and residents accessing Council services.
- Any organisational activity, including employment, service provision, partnerships, and community engagement.

## 2. Our Vision – Council Plan:

**Pendle:** A richly characterful place with ambition, opportunities and strong connections.

Working to deliver an effective and efficient Council that aims to foster happy communities thriving in an economically ambitious and sustainable way.

## 3. Statement of Intent

Pendle Borough Council (PBC) is committed to promoting equality, diversity and inclusion in all aspects of its work by supporting the aim to eliminate discrimination, advance equality of opportunity, and foster good relations between different groups.

The policy dovetails the Equality & Diversity in Employment policy, which ensures equality and diversity is embedded in the Council's workforce. We will:

- Ensure all individuals are treated fairly and with respect.
- Promote inclusive practices across our services
- Remove barriers that prevent access to opportunities and services.

**We will do this by:**

- highlighting the different kinds of equality issues.
- considering the importance of community cohesion, integration and social inclusion, community engagement and participation.
- showing how we need to consider a wide variety of factors to understand the concerns and barriers facing our communities.
- setting out our corporate approach to equalities.

## 4. Legal and Regulatory Requirements

### The Equality Act 2010

The Equality Act 2010 states that everyone has the right to be treated fairly and equally. The Act has two main purposes, to harmonise discrimination law and strengthen the law to support the progress of equality.

### The Public Sector Equality Duty

As a Public Sector organisation, the Council has certain duties under the Equality Act 2010. We must have due regard for these when going about our business. These are:

- eliminating conduct that is prohibited by the Act;
- advancing equality of opportunity between people who share a protected characteristic and people who do not share it; and
- fostering good relations between people who share a protected characteristic and people who do not share it.

These are sometimes referred to as the three aims or arms of the general equality duty. The Act explains that having due regard for advancing equality involves:

- removing or minimising disadvantages suffered by people due to their protected characteristics;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

## 5. Equality Impact Assessments

Although Equality Impact Assessments are not a legal requirement, the council has embedded an Equality Impact Assessment process to assess the impact of our policies, practices and decision making on equality.

Using good equality information and analysis can help identify practical steps to mitigate or eliminate any negative impacts or discrimination within the Council's policy development and decision making processes.

## 6. Responsibilities

- The Chief Executive with the Directors are responsible for providing leadership in the implementation of this Policy and for ensuring that service planning and performance management systems incorporate the specific equality objectives in terms of employment and service provision.
- All Councillors have a responsibility to ensure that the principles of this Policy support the Council's decision making process.
- All employees have a responsibility to assist the Council to meet its commitment to promote equality, inclusion and diversity within their duties as a council officer.

- The Council will work with our stakeholders, contractors and partners, to ensure their policies reflect the equality objectives set out in this Policy.
- The Council is committed to embedding equality and diversity in its workforce, as outlined in the Equality & Diversity in Employment policy.

## 7. Equality and Diversity Objectives

- To ensure services are accessible and inclusive for all residents.
- To improve equality data collection and use it to inform policy and decision-making.
- To engage with communities in a representative and inclusive way.
- To promote equality and diversity through our partnerships and commissioned services.

## 8. Access to services

The Council is committed to equality of opportunity in the provision of services and aims to create the best possible quality of life for people who live or work in Pendle.

### We will achieve this by:

- Seeking to better engage with people with the planning and delivery of services.
- Inclusive service design and delivery that meets the needs of all users and considers reasonable adjustments to support the delivery of accessible services to all users.
- Providing clear information about our services and where necessary, in a variety of formats.
- Ensuring that our complaints and feedback procedures are accessible and effective.
- Assessing the impact of and monitoring our major projects to ensure that they do not discriminate and identify where improvements can be made with the use of Equality Impact Assessments (EIA's).



The Council is committed to equality of opportunity in the provision of services and aims to create the best possible quality of life for people who live or work in Pendle.

### **9. Working with Communities:**

We need to understand the views of our residents, customers and communities to ensure that the services we design and deliver are appropriate and meet the needs of all.

#### **We will achieve this by:**

- Regular engagement with underrepresented groups.
- Use of inclusive consultation and co-design methods.
- Undertaking Equality Impact Assessments to ensure we take into consideration any discriminatory decision making which may have on our communities
- Promoting equality and diversity through community development and events.

### **10. Working with Partners and Contractors:**

The Council's Procurement Strategy commits to making sure that contractors, suppliers and funded service providers promote equality and diversity.

#### **We will achieve this by:**

- Ensuring contracts include relevant equality and diversity clauses.
- Monitoring compliance with Equality Impact Assessments.
- Supporting partners to promote diversity and inclusion.

## 11. Monitoring

Monitoring is an essential part of tackling inequality and discrimination and will help us check whether our policies, services and organisational culture are meeting the needs of our community.

The Council will monitor the effectiveness of the Policy through the Council's Equality Impact Assessments and, where appropriate, linked Action Plans.

The Equality and Diversity Policy will be reviewed every three years or earlier if required due to legislative or organisational changes.

## Appendix 1 Glossary of Terms

Equality is about creating a fairer society where everyone has the opportunity to fulfil their potential. It is about ensuring that all people are treated with fairness and respect, recognising the needs of individuals and that some people may need to be treated differently to give them the same opportunities.

Diversity is about recognising and valuing differences in its broadest sense and understanding how these differences can be developed for the good of the individual and society as a whole.

Inclusion is about an individual's experience within the workplace and in wider society and the extent to which they feel valued and included. Successful and lasting inclusion involves a shared vision, values and a sense of belonging for all customers.

Equality is about creating a fairer society where everyone has the opportunity to fulfil their potential.

## The Protected Characteristics

The duties and the act seek to outlaw discrimination against a person or group of people because of their:

- **Age** – Relates to a person belonging to a particular age group (e.g. 32-year olds) or a range of ages (e.g. 65-75-year olds).
- **Disability** – Relates to a person who has either a physical or mental impairment which has substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
- **Gender Reassignment** – When a person is transitioning or they intend to undergo, is undergoing or have undergone a process (or part of a process) for the purpose of reassigning their gender.
- **Marriage and Civil Partnership** – Marriage can either be between a man or a woman, or between partners of the same sex. Civil partnership is between partners of the same sex.
- **Pregnancy and Maternity** – Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after 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 included not treating a woman unfavourably because she is breastfeeding.
- **Race** – Refers to a group of people defined by their race, colour, nationality (including citizenship), ethnic or national origins.
- **Religion or Belief** – Religion refers to any religion or reference to religion, including a reference to a lack of religion. Belief includes any religious or philosophical belief or reference to belief, including a reference to 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** – Refers to an individual being male or female.
- **Sexual Orientation** – A person's sexual attraction towards people of the gender they are attracted to (i.e. towards people of the same sex, the opposite sex, or to both sexes).



## Appendix 2 About the People of Pendle

Pendle is a district borough in the far east of Pennine Lancashire, bordering North and West Yorkshire. Based on the 2021 Census, there were 95,800 people living in Pendle at that time and this population has risen by 7.1% over a ten year period – this is higher than the overall rise in Lancashire, the North West and England (but lower than Burnley, Chorley and Ribble Valley) There are now 97,039 people living in Pendle (ONS mid-2023 estimate).

Pendle is more densely populated than the county and national overall. There are 573 people per square km in Pendle, compared to 512 across Lancashire and 443 across England (2023) The population can be broken down by equality to provide us with a better understanding of our communities.

**Age** – the age of our population is important when planning services so we can meet the needs of our community. According to the 2021 Census, there is an estimate of 57,900 residents aged 16–64. The Pendle age group breakdown is similar to all comparative areas.

**Disability** – In Pendle, it is estimated that 1 in 4 people have a limiting long-term illness or disability. 7,900 (2021 census) are very limited with the tasks they can carry out day-to-day.

**Gender Reassignment** – There are no accurate statistics available regarding the profile of those who identify as trans or transgender within Pendle or the UK as a whole.

**Marriage and Civil Partnership** – within Pendle approximately 35,767, 47.5%, people are either married or are in a registered civil partnership. Only 0.1% are registered as a civil partnership. These statistics are detailed in the 2021 census. Race – there are a total of 67,577 residents within Pendle Borough that identify themselves as ‘White’, 70.6%. This compares to 85.6% in the North West and 81% nationally (2021 census).

There are a total of 1488 people, 1.6%, who identify as Mixed/Multi Ethnic group. 25,573 residents, 26.7% as Asian/Asian British and 244 people, 0.3% who identify as Black/African/Caribbean/Black British. Finally, 876 residents. 0.9% identify as another Ethnic Group. 85.9% of Pendle people speak English as their first language, this compares to 92% in the North West and 89% nationally.

**Religion and Belief** – all details providing religion and beliefs have been collated from the 2021 census. Within Pendle there are a number of religions and beliefs followed by local people. These include Christian (39.2%), Buddhist (0.2%), Hindu (0.1%), Jewish (0.03%), Muslim (26%), Sikh (0.03%), Other (0.3%), No Religion (28.7%) and Religion not stated (5.3%).

**Sex** – there is almost an equal gender split within the Pendle Borough with 47,361 males and 48,396 females.

**Sexual Orientation** – there are no accurate statistics available regarding the profile of the lesbian, gay and bisexual, etc. (LGBTQ+) population within Pendle or the UK as a whole. Sexual orientation is not incorporated into the census or other official statistics.



## Appendix 3 Equality Impact Assessment (EIA)

## 1. Overview

Name of Policy/Service/Decision/Project:

.....

Lead Officer Name & Job Title: .....

Department/Service Area: .....

Date Assessment Started: .....

Date Completed: .....

Contact Details (Phone/Email): .....

Is this assessment for a:	New Policy	YES/NO
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Modified Policy	YES/NO
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Existing Policy	YES/NO
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## 2. Aims and Intended Impact

Briefly describe what the policy/decision/project aims to do: (What are the goals, and who will it affect?)

[illegible]

### 3. Evidence and Engagement

What, if any information or consultation has been used to inform this assessment?

***Attach a copy of the Equality screening document if appropriate or demonstrate where you have considered the Equality strands***

[illegible]

#### 4. Overall Outcome

Please tick one:

Outcome	Comments
No major changes – EIA shows no negative impacts	..... ..... ..... ..... ..... ..... ..... .....
Adjustments needed to reduce barriers or promote inclusion (add Action Plan below).	..... ..... ..... ..... ..... ..... ..... .....
Continue with policy despite potential for negative impacts (explain justification).	..... ..... ..... ..... ..... ..... ..... .....
Stop and review – significant risks or discrimination identified (add Action Plan below)	..... ..... ..... ..... ..... ..... ..... .....
Go to 5	..... ..... ..... ..... ..... ..... ..... .....



### 5. Action Plan (if required)

## 6. Monitoring

How will the impact of this policy be monitored and reviewed?

How will it be monitored	Where will it be Reported	How Often	Who will Lead
<p><i>(Action Plan or 6 monthly review for example)</i></p>			

## 7. Sign-Off

**Head of Service :** .....

**Signature:** .....

**Date:** .....

*Please attach a copy of this EIA to Committee Report, as an Appendix.*





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