

North Tyneside Council

Report to Cabinet

Date: 21 January 2019

ITEM 5(e)

Title: Equality and Diversity Policy

Portfolio(s): Deputy Mayor

Cabinet Member(s): Councillor Bruce Pickard

Report from Service Area:

Corporate Strategy

Responsible Officer:

Jacqueline Laughton
Head of Corporate Strategy and Customer Service

(Tel: (0191) 643 5724

Wards affected:

All wards

PART 1

1.1 Executive Summary:

On 15 October 2018 when Cabinet agreed an amendment to the Equality and Diversity Policy, it recognised that the policy was already under review and asked that the refreshed policy return to Cabinet in January 2019 following appropriate consultation. The consultation has been completed and amendments made to the policy.

In light of the policy review and in accordance with government guidance it was also timely to update the Authority's existing Corporate Equality Objectives. A review was undertaken by a working group, which included trade union representation. It sought to ensure that any proposed new equality objectives supported the implementation of the refreshed Equality and Diversity Policy and enabled the Authority to meet the aims of the 2010 Equality Act and Public Sector Equality Duty.

1.2 Recommendation(s):

It is recommended that Cabinet:

- (1) agree the refreshed Equality and Diversity Policy; and
- (2) agree the revised Corporate Equality Objectives.

1.3 Forward Plan:

Twenty eight days notice of this report has been given and it first appeared on the Forward Plan that was published on 23 November 2018.

1.4 Council Plan and Policy Framework

North Tyneside Council's commitment to equality and diversity, as outlined in the proposed new policy, underpins all of the priorities in the Our North Tyneside Plan 2018-20.

1.5 Information:

1.5.1 Background

1.5.2 On 15 October 2018 Cabinet agreed to amend the Authority's Equality and Diversity Policy to include the International Holocaust Remembrance Alliance's (IHRA) definition of Antisemitism and its supporting guidelines.

1.5.3 Cabinet also recognised that the policy is subject to regular review to ensure it provides the guidance and assurance necessary for the Authority to meet its statutory obligations, and that a working group had begun to review the policy in August 2018. It was agreed that a report would be submitted to Cabinet in January 2019 to approve the refreshed policy following appropriate consultation.

1.5.4 Consultation

1.5.5 Consultation on the policy ran from 29 October 2018 until 25 November 2018. The following external groups were asked to participate: AgeUK, Youth Council, North Tyneside Carers Centre Young Carers Group, Church of England, Catholic Church, Muslim Groups, North East Sikh Service, a Jewish representative from Holocaust Memorial Committee, North Tyneside Disability Forum, North Tyneside Coalition of Disabled People, Learning Disability North East, North Tyneside Women's Voices, Barnardos, Peary House, Action on Hearing Loss, North Tyneside Carers Centre, Northern Pride, VODA and residents of the Borough.

1.5.6 Internally views were sought from: Overview, Scrutiny and Policy Development Committee, Corporate Equality Group, Senior Leadership Team, Staff Panel members, employees, Engie, Capita, Keir and trades unions.

1.5.7 The consultation was promoted internally through the intranet, Team News and the Staff Panel, and externally via the Authority's website and social media.

1.5.8 Consultation Findings

1.5.9 Thirty responses were received. These came from: Overview, Scrutiny and Policy Development Committee, Corporate Equality Group, Senior Leadership Team, employees, Unison, Kier, Youth Council, North Tyneside Carers Centre Young Carers Group, Representative Council of North East Jewry, North East Sikh Service, Northern Pride and AgeUK.

1.5.10 The feedback received was positive and informed both the amendments made to the policy (highlighted in Appendix 1) or the actions underpinning the proposed new Corporate Equality Objectives.

1.5.11 Corporate Equality Objectives

1.5.12 The Public Sector Equality Duty (PSED) requires local authorities to set and publish equality objectives 'at least every four years'. The Authority's current six equality objectives were agreed in 2016 (as listed in Appendix 2) and either have expired or are about to expire. The outcomes for four of the objectives are:

- a reduction in the prevalence of mothers' smoking at time of delivery by the 2018 target date
- an increase in the percentage of North Tyneside council employees feeling they are treated with fairness and respect, with the final target on track to be achieved by the deadline of January 2019
- an increase in the percentage of carers who are satisfied with social services, with the final target on track to be achieved the deadline of April 2019
- that the objective to undertake and act upon a cumulative impact of welfare reform was unable to progress due to the introduction of Universal Credit, which means the Authority no longer has access to the necessary claimant data.

1.5.13 The final two objectives, to increase submission by employees of their equality data on the Authority's Business Management System (BMS) and to increase employee take up of equality training, are not due to report until 2020.

1.5.14 Given the status of the current objectives, the requirements of the PSED and the review of the Equality and Diversity Policy, it is timely to update the Corporate Equality Objectives. The Corporate Equality Group established an officer working group, including trades union representation. It sought to:

- ensure that the objectives support the implementation of the refreshed Equality and Diversity Policy by the Authority and its partners
- incorporate the two equality objectives that are yet to report – those on equality training and employee data
- act in accordance with the guidance issued by the Government Equalities Office and Equality and Human Rights Commission (EHRC), which states equality objectives should:
 - enable local authorities to meet the aims of the Equality Act and Public Sector Equality Duty
 - reflect the most important equality challenges for an organisation
 - be based on good evidence
 - be specific, measurable, and published in a manner that is accessible to the public.

1.5.15 The following new objectives were developed and key actions identified:

Objective 1: Improve the Authority's Equality Impact Assessment (EIA).

Actions:

- Review, update and promote EIA guidance and documentation (including a process flow chart)
- Appoint new EIA 'champions' who will be trained and supported to help team members complete EIAs
- Develop and implement a plan for the re-introduction of a fit for purpose electronic system for EIAs.

Objective 2: Be a good employer and promote an inclusive workforce that feels valued.

Actions:

- Undertake and implement the findings from the staff and staff health needs surveys
- Develop and promote an annual equalities events calendar, encouraging employees to contribute to the development of the activities it delivers
- Ensure that the Authority's mental health first aid approach provides increased understanding of the issues associated with specific protected characteristics.

Objective 3: Ensure staff and elected members are kept informed about the requirements of the Public Sector Equality Duty.

Actions:

- Continue to develop and deliver a programme of equality training
- Develop a handbook to help staff consider and respond to the needs of customers and colleagues with specific protected characteristics.

Objective 4: Improve the collection and use both internal and external equality data.

Actions:

- Provide guidance on the appropriate and consistent collection of equality data (as defined in the Authority's Equality and Diversity Policy)
- Improve collection of staff equality data on BMS
- Use staff equality data to inform the development of initiatives to support the commitment made in the Equality and Diversity Policy to make our workforce more representative of the borough's population
- Use equality data to ensure service delivery and community engagement is well balanced and proportionate.

Objective 5: Ensure our buildings and communications are accessible.

Actions:

- Review and publish accessibility statements for all of our public buildings
- Review and act on the findings of our EIA in respect of Council communications

- Deliver any additional equality actions identified within our Customer Experience Strategy.

1.5.16 Implementation of the policy and objectives

Performance measures and full action plans will be developed for each of the equality objectives. These will inform service planning. Delivery of the objectives will enable implementation of the Equality and Diversity Policy.

The objectives will be reviewed every year and performance reported on an annual basis to Cabinet in the Annual Equality and Diversity Review.

Both the policy and the Annual Equality and Diversity Review will be published on the Authority's website, and promoted widely.

1.6 **Decision options:**

The following decision options are available for consideration by Cabinet:

Option 1

To approve the proposed Equality and Diversity Policy and Corporate Equality Objectives.

Option 2

To approve the proposed Equality and Diversity Policy, but not the Corporate Equality Objectives.

Option 3

To approve the Corporate Equality Objectives, but not the Equality and Diversity Policy.

Option 4

Not to approve the proposed Equality and Diversity Policy and Corporate Equality Objectives.

Option 5

To request changes to the Equality and Diversity Policy or Corporate Equality Objectives, prior to further consideration by Cabinet.

Option 1 is the recommended option.

1.7 **Reasons for recommended option:**

Option 1 is recommended for the following reasons:

The Authority's approach to equality and diversity underpins all of its key plans and policies. Approval of the recommended option will ensure the Authority has a current equality and diversity policy that reflects both current legislation and the context within which the Authority is operating.

The proposed Corporate Equality Objectives will enable implementation of the Equality and Diversity Policy and ensure compliance with the Public Sector Equality Duty.

1.8 Appendices:

Appendix 1: Equality Policy 2019

Appendix 2: Corporate Equality Objectives 2016

1.9 Contact officers:

Anne Foreman, Policy and Performance Manager, tel. (0191) 643 2225

1.10 Background information:

The following background papers/information has been used in the compilation of this report and is available at the office of the author:

- (1) [Cabinet Report Equality and Diversity Policy – 15 October 2018](#)
- (2) [Equality Act 2010: Guidance](#) Government Equalities Office and Equality and Human Rights Commission – updated 16 June 2015
- (3) [Equality Impact Assessment on the Equality and Diversity Policy](#)

PART 2 – COMPLIANCE WITH PRINCIPLES OF DECISION MAKING

2.1 Finance and other resources

The costs of delivery are included in existing service budgets and no additional costs are anticipated.

2.2 Legal

The draft policy states the Authority's commitment to equality and diversity and to compliance with the requirements of the Equality Act 2010 and Public Sector Equality Duty provided by that Act.

2.3 Consultation/community engagement

2.3.1 Internal Consultation

As outlined in section 1.5.6 consultation was undertaken with Overview, Scrutiny and Policy Development Committee, Corporate Equality Group, Senior Leadership Team, Staff Panel members, employees, Engie, Capita, Kier and trades unions. The opportunity to comment on the draft policy was promoted internally through the intranet, Team News, the Staff Panel, and externally via the Authority's website and social media.

Responses were received from Overview, Scrutiny and Policy Development Committee, Corporate Equality Group, Senior Leadership Team, employees, Unison and Kier.

2.3.2 External Consultation/Engagement

As outlined in section 1.5.5, the following groups were invited to take part in the consultation: AgeUK, Youth Council, Young Carers Group, Church of England, Catholic Church, Muslim Groups, North East Sikh Service, a Jewish representative from Holocaust Memorial Committee, North Tyneside Disability Forum, North Tyneside Coalition of Disabled People, Learning Disability North East, North Tyneside Women's Voices, Barnardos, Peary House, Action on Hearing Loss, North Tyneside Carers Centre, Northern Pride, VODA and residents via the Engagement Hub. The consultation was promoted on the Authority's website and social media.

Responses were received from North Tyneside Youth Council, North Tyneside Carers Centre Young Carers Group, a representative of the Council of North East Jewry, the North East Sikh Service, Northern Pride and AgeUK.

2.4 Human rights

The 2010 Equality Act created a legal framework to protect the rights of individuals and advance equality of opportunity for all. The human characteristics protected by the Act are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. The Act is therefore of particular pertinence to the Human Rights of freedom of thought, belief and religion; freedom of expression; the right to marry; and protection from discrimination.

2.5 Equalities and diversity

The refreshed policy provides the framework for work undertaken by the Authority to meet its duties under the Equality Act 2010 and Public Sector Equality Duty, and to fulfil its commitment that North Tyneside is a place where people feel safe and no one experiences discrimination or disadvantage because of their characteristics, background or personal circumstances.

The policy demonstrates the Authority's commitment to equality and diversity as a leading local employer, service provider and commissioner. It also makes clear the responsibility that everyone who represents North Tyneside Council or who delivers services on the Authority's behalf has for its implementation.

The draft policy was developed following the completion of the equality impact assessment contained in the background papers listed in section 1.10 of this report.

2.6 Risk management

The effectiveness of the Authority's equality and diversity processes are monitored every quarter as part of North Tyneside Council's risk management processes and are reported via the Corporate Strategic Risk Register.

2.7 Crime and disorder

There are no crime and disorder implications arising directly from this report. However the draft policy does affirm the Authority's commitment to equality and diversity and highlights that the Authority will not tolerate discrimination, harassment or victimisation on any grounds.

2.8 Environment and sustainability

There are no environment and sustainability implications arising directly from this report.

PART 3 - SIGN OFF

- Chief Executive ☐ x
- Head(s) of Service ☐ x
- Mayor/Cabinet Member(s) ☐ x
- Chief Finance Officer ☐ x
- Monitoring Officer ☐ x
- Head of Corporate Strategy and Customer Service ☐ x

Appendix 1: Draft Equality and Diversity Policy 2019

Draft Equality and Diversity Policy

1. Purpose

This policy sets out how North Tyneside Council seeks to:

- ensure compliance with the 2010 Equality Act and Public Sector Equality Duty, and thereby
- achieve its aim that North Tyneside is a place where people feel safe and no one experiences discrimination or disadvantage because of their [characteristics](#), background or personal circumstances.

2. Accountability

The policy is the executive responsibility of Cabinet, and sits within the Human Resources portfolio held by the Deputy Mayor, and with the Chief Executive

Oversight of the policy, its implementation and monitoring rests with Senior Leadership Team, supported by [Corporate Equality Group](#) (whose members include representatives from service areas, trades unions and our Strategic Partners) and which is chaired by a member of the Senior Leadership Team.

However, equality affects and involves everyone and as individuals we are all responsible for own actions and efforts.

3. Legal and policy framework

The content of the policy is determined by the following:

- The [2010 Equality Act](#)
- The [Public Sector Equality Duty](#)
- Codes of practice published by the [Equality and Human Rights Commission](#).

As one of the borough's leading service providers and employers, North Tyneside Council is committed to developing the borough to be an inclusive place in which to live, work, visit and invest to achieve the ambitions of the [Our North Tyneside Plan](#).

4. Our commitments

To achieve our purpose (as set out in section1) North Tyneside Council will:

- proactively embed equality and diversity considerations in everything we do and challenge others to do the same
- meet all our legal equality duties under the [2010 Equality Act](#), the [Public Sector Equality Duty](#) and follow codes of practice published by the [Equality and Human Rights Commission](#)
- not tolerate discrimination, harassment and victimisation on any grounds. This includes all forms of hatred including anti- Semitism as defined by the [International Holocaust](#)

[Remembrance Alliance \(IHRA\) definition and supporting guidance](#), racism, sexism, ageism, Islamophobia, homophobia and transphobia (this is not an exhaustive list)

- publish our equality objectives, equality data¹ and report progress in [our Annual Equality and Diversity Review](#)
- undertake and implement the actions from [Equality Impact Assessments](#) on significant decisions, policies, plans, practices and procedures
- ensure people with protected characteristics feel listened to and have the opportunity to be involved in making decisions about our services
- build understanding amongst residents, employees, partners and elected members of the needs of different protected groups across North Tyneside
- take account of, and respond to, the needs of residents and customers with protected characteristics when delivering our services
- create an environment where elected members, employees, residents and visitors are confident to be themselves
- strive to make our workforce more representative of the borough's population and the residents it serves, by ensuring equal access to jobs, training and career progression
- **require** others providing services on our behalf follow our approach to equality.

5. Equality and Diversity in Employment

This section applies to all employees and people seeking work with us. **As outlined in our [Employment and Skills Strategy](#)**, as a local employer we have a key role to play in tackling inequality and discrimination. We aim to positively promote equality of opportunity through all of our employment policies and practices: including recruitment, terms and conditions, learning and development, promotion and when ending employment.

We will:

¹ [Equality data](#)

Where we ask employees and service users to provide us with personal information, this will only be used to improve access to and the quality of the services we provide.

Collecting equality information helps us to:

- understand the needs of our residents
- design policies and services which are effective and meet those needs
- demonstrate compliance with the 2010 Equality Act, the Public Sector Equality Duty and other statutory duties
- measure more effectively how we are improving as an employer and a service provider.

We will only collect information when it is relevant and will be used by managers to develop an understanding of take up and need. While employees and service users are encouraged to provide equality information, it is their choice whether or not to answer all the questions. Confidential information will be handled in accordance with the strict controls of the General Data Protection Regulation (GDPR) 2016 and the information gathered will be used to inform North Tyneside Council policy and planning, and to report on performance.

- provide equality of opportunity to all applicants and prospective applicants through fair recruitment and selection procedures
- recognise that people with particular protected characteristics, including people with disabilities or from BME communities, may experience discrimination in employment, and therefore seek to take positive and proportionate action to recruit and retain employees from such groups, while taking into consideration the duty to appoint on merit
- make reasonable adjustments to enable the employment and redeployment of employees with disabilities
- annually publish gender pay gap data and any other pay gap data required by law
- use the information and feedback we collect to understand more about, and respond to, employee's experience of working for North Tyneside Council
- ensure that all employees are considered for promotion on the basis of their merits, abilities and skill, and are given equal opportunities to progress within the Authority
- create an appropriate balance between work and home commitments to maximise equal opportunities for all
- wherever possible, give employees the training and development opportunities needed to attain their full potential to the benefit of North Tyneside Council and themselves
- ensure that all employees undertake equality training so that they understand its importance in the work place and in service delivery and know how to challenge any inappropriate behaviour
- develop an anti-discriminatory and supportive culture where employees are aware of their rights and enjoy working for North Tyneside Council
- respond to any allegations of discrimination, victimisation or harassment through appropriate internal processes, including our [disciplinary](#) procedures.

6. Equality and Diversity in Service Provision

We and our strategic partners will seek to provide appropriate, accessible and effective services and facilities to all current and potential service users.

We will:

- use our equality impact assessment process to help us challenge, review, monitor and improve our services, working practices and resource allocation
- use a range of channels to enable service users to access our services independently and appropriately
- ensure that the information we provide can be read or received and understood by the people for whom it is intended
- ensure that all buildings, facilities and services used by our customers are welcoming and accessible
- work with our partners to tackle any discrimination affecting groups within our communities

- use the equality data we collect to identify and take action to address the needs of under represented groups, those who are disadvantaged or have particular needs due to their characteristics
- involve residents in shaping our services through inclusive engagement and consultation.

7. Equality and Diversity in Procurement and Commissioning

We will ensure that our procurement and commissioning practices (as set out in our [Procurement Strategy and Social Value Priorities](#)) fulfil our equality duties by ensuring that:

- contractors, suppliers, and strategic and commissioned partners:
 - are aware of the authority's position on equality, we will include a commitment to equality in tender specifications
 - have an equality policy that is compliant with national and European public procurement legislation and understand their obligation to provide services that are free from discrimination, harassment or victimisation.
- our selection and tendering processes address and include equality considerations
- our contract monitoring processes are inclusive of equalities considerations
- relevant employees receive guidance on equality issues for procurement.

8. Our responsibilities

Equality, and the implementation of this policy, is the responsibility of all elected members, employees and everyone who represents North Tyneside Council or delivers services on its behalf (including our Strategic Partners – Engie, Capita and Keir). More specifically:

8.1 Everyone

We all have a personal responsibility to:

- ensure our equality training and awareness is up to date
- treat our colleagues and customers with dignity and respect
- promote and deliver equality in the workplace and in serving local communities
- behave in a way that supports this policy and is compliant with relevant legislation and codes of practice
- report, and if you consider it safe to do so, challenge any discriminatory behaviour or practices you encounter in the course of your work.

8.2 As Elected Members

Elected members have a responsibility to:

- lead the equality and diversity agenda of North Tyneside Council
- represent and provide leadership for all groups and communities across North Tyneside
- provide a scrutiny role
- demonstrate '[due regard](#)' to the equality implications of the decisions they make.

8.3 As Leaders and Managers

Leaders and managers are also responsible for ensuring the implementation of this policy in their service areas via their service planning process, this includes ensuring:

- the identification and elimination of discriminatory practices
- equality objectives and improvement actions identified in the Annual Equality and Diversity Review are included in service plans and progress is monitored to achieve timely delivery
- processes are in place to systematically collect and report equality performance management data
- effective equality impact assessment of significant decisions, policies, plans, practices and procedures is undertaken
- service delivery demonstrates due regard to the needs of people with protected characteristics
- employees are fully aware of their individual equality responsibilities, and those of the organisation, under the 2010 Equality Act.

8.4 As Trades Unions

Unions have a responsibility to:

- represent the views and concerns of their members on equality and diversity issues
- challenge and address any incidents of discrimination within workforce membership
- support the continuous improvement of equality policy and practice.

8.5 Strategic Partners

Our Strategic Partners have a responsibility to:

- ensure compliance with the 2010 Equality Act and delivery of the Public Sector Equality Duty
- demonstrate 'due regard' to the equality implications of the decisions they make
- support North Tyneside Council to achieve the purpose of this policy – including active participation in the work of the Corporate Equality Group.

8.6 Partnership Boards

The Partnership Boards at which North Tyneside Council is represented are expected to:

- ensure compliance with the 2010 Equality Act
- demonstrate 'due regard' to the equality implications of the decisions they make
- support North Tyneside Council to achieve the purpose of this policy.

8.7 Volunteers and other partners

Volunteers and other partners (defined as those who work alongside the Authority but are not commissioned) are expected to:

- ensure compliance with the 2010 Equality Act
- support North Tyneside Council to achieve the purpose of this policy.

9. Governance, implementation and monitoring

As set out in Sections 2 and 3 above, this policy is an executive responsibility of Cabinet, and sits within the Human Resources portfolio held by the Deputy Mayor.

Oversight of the policy, its implementation and monitoring rests with Senior Leadership Team, supported by Corporate Equality Group and which is chaired by a member of the Senior Leadership Team.

We assess and monitor our progress against the purpose of this policy by:

- regular reports to the Cabinet Champion for Equality and Diversity and the Senior Leadership Team (as set out in the Appendix)
- the activity of Corporate Equality Group, which leads the equality work of the organisation and co-ordinates a range of activities to help North Tyneside Council fulfil its equality duties in accordance with the requirements of the 2010 Equality Act and Public Sector Equality Duty
- the inclusion and delivery of actions within our service plans that contribute to the achievement of the commitments made in this policy and the corporate equality objectives and service actions identified in the Annual Equality and Diversity Review
- our equality impact assessment process to ensure we properly consider the potential impact of Cabinet and Full Council decisions on protected groups
- the identification of the equality and engagement implications of the decisions recommended in our Cabinet and Full Council reports
- publication of equality data as required by government, including Gender Pay Gap reporting
- dealing with any complaints² of discrimination, harassment and victimisation, seriously, promptly and confidentially and ensuring that any person who feels they have suffered any form of discrimination by North Tyneside Council is given guidance in making a [complaint](#)
- managing any potential equality risks through our Risk Management Process
- publication on our website of our Annual Equality and Diversity Review, which reports progress reports against our Corporate Equality Objectives and service equality actions and is evaluated by the Equality and Human Rights Commission to check accessibility and compliance with the 2010 Equality Act and Public Sector Equality Duty

Review

This policy will be reviewed every two years and the outcome of the review will be reported to Cabinet. However we will be guided by the EHRC if any new guidance or legislation is produced before the next review date.

The next review will be undertaken by December 2020.

² In relation to specific types of complaints:

- employee complaints - should an employee have any complaint in respect of their treatment in relation to this policy, this should be taken up through internal processes, such as our disciplinary processes
- public complaints - information on how to make a complaint can be found in our libraries, leisure centres, customer first buildings and Quadrant headquarters or [here](#)
- complaints about the behaviour of an Elected Member - information on how to make a complaint about an Elected Member who has not acted in accordance with the Members Code of Conduct can be found [here](#).

Appendix to Equality and Diversity Policy – Governance Timetable

	September	October	November	December	January	February	March	April	May	June	July	August
Corporate Equality Group (every 2 months)	Meets		Review equality policy (every 2 years), CEG TOR corporate equality objectives and equality calendar.		Update on Annual Review theme and service actions		Meets		Draft new Annual Review		Meets	
SLT				Update on policy, TOR, objectives, prior to Cabinet	Ensure equality objectives agreed by Cabinet are reflected in service plans					New Annual Review, for sign off prior to Cabinet		
Deputy Mayor				Update on policy and objectives							New Annual Review	
Cabinet					Policy review outcome (every 2 years) and objectives						New Annual Review	
ECJF					Policy review outcome (every 2 years) and objectives						New Annual Review	

Appendix 2: 2016 Corporate Equality Objectives

Corporate Equality Objectives	Progress	Deadline
1. Good employer: Increase the proportion of North Tyneside Council staff agreeing in the Staff Survey that “I am treated with fairness and respect” to 75% by January 2019.	On track: Increased to 71% in 2017 and is on track.	Jan 2019
2. BMS: To better communicate to the workforce how equality data is processed, stored and used in order to ensure a minimum 50% of the workforce provide equality data for each of the equality characteristics listed on the Business Management System (BMS) by March 2020.	On track: A project and key performance indicators have been developed with Engie and are being monitored by the Authority.	March 2020
3. Equality Training: <ul style="list-style-type: none"> 80% of staff up to date by March 2020 100% of managers up to date by March 2020 	On track: <ul style="list-style-type: none"> % of staff who are up to date with their E&D training (3 yearly refresher) = 55% % of managers who have completed E&D training (3 yearly refresher) = 48.8% 	March 2020
4. Smoking prevalence: To improve (reduce) the percentage of mothers smoking at time of delivery to be in line with the England rates by 1% by March 2018 and a further 1% by December 2018, as measured by the National Smoking Status at Time of Delivery return (SATOD).	Achieved: Smoking prevalence at time of delivery for North Tyneside decreased from 12.2% in 2016/17 to 11.3% in 2017/18 and Q1 of 2018/19 (latest data) to 8.2% . The corresponding figures for England were 10.7%, 10.8% and 10.4%	October 2018
5. Cumulative Impact of Welfare Reform: Pilot the collection of data on the equality characteristics of residents impacted by welfare reform initiatives, in order to assess the feasibility of undertaking a cumulative impact assessment as individual reforms are implemented.	Unable to progress: The pilot was completed and found that it would be feasible to undertake a cumulative impact assessment as individual reforms are implemented, however the introduction of Universal Credit has	April 2019

	meant the Authority no longer has access to data claimants' equality data as this is held by DWP.	
6. Carers: Increase the overall satisfaction of carers with social services from 43.4% (2014/15) to 47% (2018/19)	On track: By 2016/17 satisfaction with social care services had increased to 45.5%.	April 2019