

Public Sector Equality Duty Compliance Statement

2023/2024



Progress on the Councils Equality Objectives

The following sections set out the Council's progress against some of its Equality Objectives:

Objective 1: Ensure acceptable behaviour.

Equality Training Attendance

A total of 273 Council employees have undertaken Equality training in the last 3 financial years. This is 49%.

All employees are required to undertake the Equality training every 3 years.

The figure is low due to face-to-face training only starting again fully in the financial year 2022/23 due to Covid restrictions. It is expected the above figure will increase in future reports.

Objective 2: Respond to complaints and incidents in a positive and pro-active way

Response to incidents of Discrimination

1 st April to 31 st March	Racial	Sexual Orientation	Sex	Age	Religion	Disability	Total
2023/24	0	0	0	0	1	2	3
2022/23	4	1	0	1	0	2	8
2021/22	2	0	0	0	0	0	2
2020/21	4	0	0	0	0	4	8
2019/20	1	0	0	0	0	0	1
2018/19	6	0	0	0	3	2	11
2017/18	8	0	1	0	1	2	12
2016/17	3	1	0	0	0	1	5
2015/16	2	0	0	0	0	2	4
2014/15	1	0	0	0	0	1	2
2013/14	5	0	0	0	0	1	6
2012/13	2	2	0	0	0	2	6
2011/12	7	0	0	0	0	3	10
2010/11	10	1	0	0	0	2	13

The figures above are in relation to incidents of discrimination which the Council are made aware of while carrying out its functions. This is either an incident involving a member of the public making a comment/allegation to the Council or an allegation made against the Council; or an allegation against a member of staff behaving in a discriminatory manner (which is investigated in line with Council procedures).

Objective 3: Deliver accessible services and information.

Translation Requests

In addition to producing information, which is accessible to all areas of the community, the Council has carried out 8 translation/interpretation exercises in the financial year 2023/24 which are detailed below:

Language	Number of requests
Italian	1
Polish	1
Russian	1
Ukrainian	2
Urdu	3

Council Building Accessibility

Below is the updated list of the Council's corporate buildings and their accessibility:

	Building	Disabled Access?	Accessibility Details	Comments
1	Town Hall, Nuneaton	Yes	2 Ramps to front entrance, toilet facilities	
2	Civic Hall Bedworth	Yes	Level access to front, disabled w/c facility	
3	Bedworth Area Office	Yes	Level access to front entrance	
4	Gresham Road, Nuneaton (Council Depot)	Yes	Ramp to front entrance	
5	Museum and Art Gallery	Yes	Ramp to front entrance and rear café, toilets located on first floor	
6	Bedworth Leisure Centre	Yes	Level Access to front entrance	
7	Pingles Leisure Centre	Yes	Ramped access to front and level	
8	Jubilee Sports Centre	Yes	Ramp to front entrance	
9	Etone Leisure Centre	Yes	Level access to front entrance	
10	Harefield Road Toilets (Nuneaton Bus Station)	Yes	Disabled toilet accessible via RADAR key	
11	Ropewalk Shopping Centre	Yes	Level Access	
12	Mill Street Toilets (Bedworth Market)	Yes	Disabled toilet accessible via RADAR key	Ramped access also

13	Pauls Land Pavilion	Yes	Front entrance access via step	Ramp access to front entrance
14	Old Harriers changing room	Yes	Level Access to front entrance	
15	Bulkington Pavilion	Yes	Access via 1 step to front entrance	Ramp access to one entrance door
16	Heatley Pavilion	Yes	Access via ramp	
17	Johnson Pavilion	Yes	Limited access via small steps	Level access to changing rooms

From the previous report, the Alex Wilson Sports Centre building is no longer in use. The buildings below are no longer under NBBC management:

Keresley Community Centre
 Stockingford Community Centre
 Newtown Centre

Sandon Park changing rooms are now under management of Ambleside Sports.

Equality Impact Assessments

In the financial year 2023/24, the Council has carried out 10 Equality Impact Assessments on its policies/decisions/functions which Officers believed to have possible equality considerations.

Objective 4: Recruit and employ people fairly

Employment statistics

	Male	Female	Total
FTE	273.68	239.76	513.44
Headcount	288	269	557

	Male	Female	Total
Part Time (headcount)	28	92	120
Full Time (headcount)	260	177	437

Age	Male	Female	Total
16-19	1	2	3
20-24	11	3	14
25-29	17	23	40
30-44	91	90	181
45-59	112	125	237
60-64	37	22	59

	18	5	23
65+			
Average Age	47.30	45.6	

	Male	Female	Total
Disability disclosed (headcount)	2	1	3

Enthnicity	Male	Female	Total
ASIAN OR ASIAN BRITISH			
Bangladeshi	0	0	0
Chinese	0	0	0
Indian	4	13	17
Pakistani	0	0	0
Other	1	1	2
BLACK OR BLACK BRITISH			
African	1	0	1
Caribbean	1	1	2
Other	0	0	0
MIXED ETHNIC			
White and Asian	0	1	1
White and Black African	0	0	0
White and Black African Caribbean	0	0	0
Arab	0	0	0
Other	0	1	1
WHITE			
White Gypsy or Irish Traveller	0	0	0
Irish	1	1	2
Welsh/English/Scottish/N Ireland	76	97	173
Prefer not to say	6	5	11
Other	0	1	1
Note: All others are not disclosed			

Staff turnover is 11.07% (this includes all leavers).

Objective 5: Meet specific Protected Characteristics need

Disability (Blue Badge Parking) & Pregnancy and Maternity (Parent and Child Parking)

The Council aspires to achieve at least 6% of its parking spaces to be available only to Blue Badge holders. The Council has 156 spaces which account for 7.75% of total car parking spaces.

There is no specific target for parent and child parking however the Council have 31 dedicated parking spaces.

Name	Address	Postcode	No of standard car spaces	No of Disabled spaces	No of Parent spaces	No of motorcycle spaces
Nuneaton						
Upper Abbey Street	Upper Abbey Street, Nuneaton	CV11 5DG	25	3	0	1
Regent Street No.2	Regent Street, Nuneaton	CV11 4BW	47	3	0	1
Orchard Street	Orchard Street, Nuneaton	CV11 4BS	50	2	0	0
Victoria Street (both)	Victoria Street, Nuneaton	CV11 5QE	91	8	0	0
Pool Bank Street	Pool Bank Street, Nuneaton	CV11 5DB	67	4	0	0
Riversley Park	Coton Road, Nuneaton	CV11 5TX	13	3	0	0
Town Hall	Mill Walk, Nuneaton	CV11 5AA	41	6	0	1
Regent Street No.1	Regent Street, Nuneaton	CV11 4BW	46	3	0	1
Rope Walk MSCP	Coton Road, Nuneaton	CV11 5TQ	463	41	15	1
Justice Walk	Justice Walk, Nuneaton	CV11 4AL	102	15	0	2
Harefield Road MSCP	Harefield Road, Nuneaton	CV11 4HR	500	22	5	1
Riverside	Mill Walk, Nuneaton	CV11 5SZ	13	1	0	0
Pingles Leisure Centre	Avenue Road, Nuneaton	CV11 4LX	203	10	6	1
Meadow Street	Meadow Street, Nuneaton	CV11 5JF	44	3	0	0

Bedworth						
Miners Welfare Park	Rye Piece Ringway, Bedworth	CV12 8JT	45	4	0	0
Bedworth Leisure Centre	Coventry Road, Bedworth	CV12 8NU	81	6	5	0
Park Road	Park Road, Bedworth	CV12 8LH	43	4	0	0
Spitalfields No.2	Rye Piece Ringway, Bedworth	CV12 8HU	33	4	0	1
Spitalfields No.1	Rye Piece Ringway, Bedworth	CV12 8HU	86	13	0	0
Bedworth Railway Station	Bulkington Road, Bedworth	CV12 9DQ	19	1	0	0

Disability: Changing Places toilets

In March 2024, Changing Places toilets were installed Pingles Leisure Centre, Nuneaton, and at Bedworth Market.

Changing Places toilets are larger accessible 'pod' toilets designed especially for severely disabled people, with equipment such as hoists, privacy screens, adult-sized changing benches, peninsula toilets and space for carers to support those with complex needs.

Age % of alarm calls responded to within 60 seconds at Sheltered Complexes

	Data	Lower Limit	Upper Limit	Comments
Month				
Apr-23	95.00%	99%	100%	
May-23	95.00%	99%	100%	
Jun-23	95.00%	99%	100%	
Jul-23	95.00%	99%	100%	
Aug-23	96.00%	99%	100%	

Sep-23	96.00%	99%	100%	
Oct-23	96.00%	99%	100%	
Nov-23	96.00%	99%	100%	
Dec-23	95.00%	99%	100%	
Jan-24	95.00%	99%	100%	
Feb-24	96.00%	99%	100%	
Mar-24	97.50%	99%	100%	