

# Public Sector Equality Duty Compliance Statement 2024/25



## **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 361 Council employees have undertaken Equality training in the last 3 financial years. This is 65% of the current workforce.

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

This figure has increased since the last report (49%). Courses are now being delivered on a regular basis. Six further courses are planned for the remainder of the 2025/26 financial year.

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

#### **Response to incidents of Discrimination**

1 <sup>st</sup> April to 31 <sup>st</sup> March	Racial	Sexual Orientation	Sex	Age	Religion	Disability	Total
2024/25	3	0	1	0	0	3	7
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 11 translation/interpretation exercises in the financial year 2024/25 which are detailed below:

Language	Number of requests
Gujarati	3
Hindi	3
Punjabi	1
Urdu	3
Vietnamese	1

#### **Council Building Accessibility**

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

Building	Disabled Access?	Accessibility Details	Comments
Town Hall, Nuneaton	Yes	Lift access to all floors and into the chamber. Ramp access available for chamber well access. Public gallery accessible by stairs only but can accommodate members of the public in and around the chamber as well. Disabled toilet facilities on ground floor.	Ramp to side entrance
Gresham Road, Nuneaton (Council Depot)	Yes	Ramp to front entrance.	
Museum and Art Gallery	Yes	Ramp to front entrance and rear café, toilets located on first floor accessible via lift.	
Bedworth Leisure Centre	Yes	Level access to front entrance.	
Pingles Leisure Centre	Yes	Ramped access to front entrance.	
Jubilee Sports Centre	Yes	Ramp to front entrance.	
Etone Leisure Centre	Yes	Level access to front entrance.	
Harefield Road Toilets (Nuneaton Bus Station)	Yes	Disabled toilet accessible via RADAR key.	
Ropewalk Shopping Centre	Yes	Level Access.	Lift access by Shopmobility
Mill Street Toilets (Bedworth Market)	Yes	Disabled toilet accessible via RADAR key.	Ramped access also available
Pauls Land Pavilion	Yes	Ramp access to front entrance.	

Old Harriers changing room	Yes	Level Access to front entrance	
Bulkington Pavilion	Yes	Ramp access to one entrance door	
Heatley Pavilion	Yes	Access via ramp	
Johnson Pavilion	Yes	Level access to changing rooms	

There have been no changes since the last report.

### Equality Impact Assessments

In the financial year 2024/25, the Council has carried out 28 Equality Impact Assessments on its policies/decisions/functions which Officers believed to have possible equality considerations.

### **Objective 4: Recruit and employ people fairly**

#### Application statistics

Applications for employment with the Council for the last financial year (1st April 2024 to 31st March 2025) by protected characteristics we collect:

<b>Age</b>	Under 21	45
	21-30	343
	31-40	282
	41-50	197
	51-60	144
	Over 60	31
	No age stated	46

<b>Sex</b>	<b>Number</b>
Female	530
Male	523
Unspecified	35

<b>Disability</b>	Yes (where stated)	94
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<b>Marriage /Civil Partnership</b>	Civil Partnerships	15
	Marriage	354

<b>Race</b>	Asian/Asian British - Any other	31
	Asian/Asian British - Bangladeshi	4
	Asian/Asian British - Chinese	21
	Asian/Asian British - Indian	127
	Asian/Asian British - Pakistani	35
	Black/African/Caribbean/Black British - Any other	18
	Black/Black British - African	87
	Black/Black British - Caribbean	13
	Mixed/Multiple Ethnic groups - Any other	4
	Mixed/Multiple Ethnic groups - White-Asian	4
	Mixed/Multiple Ethnic groups - White-Black African	2
	Mixed/Multiple Ethnic groups - White-Black Caribbean	11

Other ethnic group - Any other	7
Other ethnic group - Arab	2
White - Any other	38
White - British	494
White - English	112
White - Irish	5
White - Scottish	4
White - Welsh	1
Unknown	5
Prefer Not to Say	19
Not Stated	44

### **Sexual Orientation**

Bisexual	49
Gay	16
Heterosexual	908
Lesbian	17
Other	10
Prefer Not to Say	48
Unknown	40

### **Religion/Belief**

Buddhist	5
Christian	362
Hindu	39
Muslim	111
Other	34
Sikh	33
No Religion or Belief	403
Prefer not to say	54
Unknown	47

### Employment statistics

		<b>Number</b>
<b>Age</b>	Under 21	3
	21-30	64
	31-40	119
	41-50	129
	51-60	181
	Over 60	67
	No age stated	0
<b>Disability</b>	Yes	4
	No	64
	Not known	7
	Not stated	488

<b>Marriage /Civil Partnership</b>	Civil Partnerships	0
	Marriage	62
<b>Race</b>	Asian/Asian	2
	British - Any other	
	Asian/Asian British - Bangladeshi	0
	Asian/Asian British - Chinese	0
	Asian/Asian British - Indian	16
	Asian/Asian British - Pakistani	0
	Black/African/Caribbean/Black British - Any other	0
	Black/Black British - African	2
	Black/Black British - Caribbean	2
	Mixed/Multiple Ethnic groups - Any other	1
	Mixed/Multiple Ethnic groups - White-Asian	1
	Mixed/Multiple Ethnic groups - White-Black African	
	Mixed/Multiple Ethnic groups - White-Black Caribbean	1
	Other ethnic group - Any other	1
	Other ethnic group - Arab	0
	White - Any other	1
	White - British	164
	White - English	17
	White - Irish	2
	White - Scottish	0
	White - Welsh	0
	Not Known	38
	Prefer Not to Say	10
	Not Stated	305

<b>Sex</b>	<b>Number</b>
Female	291
Male	272

<b>Sexual Orientation</b>	
Bisexual	2
Gay	2
Heterosexual	75
Lesbian	1
Other	0
Prefer Not to Say	1
Unknown	482

<b>Religion/Belief</b>	
Buddhist	0
Christian	41
Hindu	0
Muslim	2
Other	2
Sikh	3
No Religion or Belief	40
Prefer not to say	8

Employment turnover

FTE – All

Employees	01/04/2024	567	31/03/2025	582	Average	574.5
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Figure above increase above due to Apprenticeship and Fixed Term - the number of permanent staff has decreased

FTE –

Permanent Employees	01/04/2024	557	31/03/2025	553
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Leavers	90
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**Employment Turnover** 15.67%

Gender Pay Gap Information

The latest Gender Pay Gap Report 2025 is on the Councils website.

**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 187 spaces which account for 6.73% of total car parking spaces.

There is no specific target for parent and child parking however the Council have 26 dedicated parking spaces.

As highlighted in the table below, there are a number of planned changes to several car parks across the Borough which may impact figures in future reports.

NBBC Off Street Car Parking	Spaces	Disabled	Bike	Parent	Total	Notes
<b>Long Stay Nuneaton</b>						
Upper Abbey Street Car Park, Abbey Street, Nuneaton CV11 5DG	40	3	1		44	
Harefield Rd Multi Storey Car Park, Harefield Road, Nuneaton CV11 4HB	573	22	1	6	602	
Regent Street No 2 Car Park, Regent Street, Nuneaton CV11 4BW	46	3	1		50	Potenatil cosure 2026
Regent Street No 1 Car Park, Regent Street, Nuneaton CV11 4BW	50	3	0		53	Potenatil cosure 2026
Pool Bank Street Car Park, Pool Bank Street, Nuneaton CV11 5DB	37	4	0		41	
Orchard Street Car Park, Wheat Street, Nuneaton CV11 4BS	50	2	0		52	
Riversley Park Car Park, Riversley Park, Nuneaton CV11 5TX	17	3	0		20	
Victoria Street No 2 Car Park, Dugdale Street, Nuneaton CV11 4BS	64	4	0		68	
Pingles Leisure Centre Avenue Road Nuneaton CV11 4LX	230	11	0	0	241	
Meadow Street Car Park, Meadow Street Nuneaton CV11 5JF	42	3	0	0	45	
<b>Total</b>	<b>1149</b>	<b>58</b>	<b>3</b>	<b>6</b>	<b>1216</b>	
<b>Long Stay Bedworth</b>						
Spitalfield No2 Car Park, Bedworth CV12 8NF	33	3	1		37	
Spitalfield No1 Car Park, Bedworth CV12 8NF	86	13	0		99	
Park Road Car Park, Park Road, Bedworth CV12 8LH	42	4	0		46	
Bedworth Leisure Centre Coventry Road Bedworth CV12 8NN	99	6	0	5	110	
Bedworth Railway Station Railway Terrace Bedworth CV12	19	1	0	0	20	
<b>Total</b>	<b>279</b>	<b>27</b>	<b>1</b>	<b>5</b>	<b>312</b>	
<b>Short Stay Nuneaton</b>						
Rope Walk Multi Storey Car Park, Coton Road, Nuneaton CV11 5TQ	460	41	1	15	517	
Abbey Street Car Park, Graceson PI, Abbey Street, Nuneaton CV11 5NE	120	10	0		130	Complete by August 2025
Town Hall Car Park (weekends and evenings only), Mill Walk, Nuneaton CV11 5QE	42	3	1		46	
Victoria Street No 1 Car Park, Dugdale Street, Nuneaton CV11 5QE	34	4	0		38	
Riverside Car Park, Mill Walk, Nuneaton CV11 5AA	11	2			13	
Justice Walk Car Park, Justice Walk, Nuneaton CV11 4AL	102	15	2		119	Closure August 2025
<b>Total</b>	<b>1126</b>	<b>102</b>	<b>6</b>	<b>15</b>	<b>1249</b>	
<b>Grand Total</b>	<b>2554</b>	<b>187</b>	<b>10</b>	<b>26</b>	<b>2777</b>	

#### Disability: Private Sector Housing Disabled Facilities Grant.

Below is the average number of days it takes for a disabled facilities grant to be completed:

Date	Value	Value Type	Detailed information	
2024/25	APR	77	7549/14 cases = 539 days (77 weeks).	
2024/25	MAY	62	May: 4151/13 cases = 319 days (46 weeks). Cumulative = 7549+4151 = 11700 days, 14+13 = 27 cases 11700/27 = 433 days (62 weeks rounded).	
2024/25	JUN	62	June 1262/3 cases = 421 days (60 weeks) Cumulative: 11700+1262 = 12962 days = 27+3 = 30 cases 12962/30 = 432 days (62 weeks)	
2024/25	JUL	59	July 2286/7 cases = 327 days (47 weeks) Cumulative: 12962+2286 = 15248 days = 30+7 = 37 cases 15248/37 = 412 days (59 weeks)	
2024/25	AUG	57	August 251 days / 2 cases = 126 days ( 18 weeks ) Cumulative: 15248 + 251 = 15499 days 37 + 2 = 39 cases 15499 / 39 = 397 days ( 57 weeks )	
2024/25	SEP	56	September 566 days / 2 cases = 283 (40 weeks) Cumulative: 15499 + 566 = 16065 Days 39 + 2 = 41 cases 16065 / 41 = 392 days ( 56 weeks )	



Date	Value	Value Type	Detailed information	
2024/25	OCT	56	October 407 days/1 case = 407 (58 weeks) Cumulative: 16065 + 407 = 16472 41 + 1 + 42 16472 / 42 = 392 days (56 weeks)	
2024/25	NOV	48	November 2600 days / 8 cases = 325 (46 weeks) Cumulative: 16472 + 325 = 16797 42 + 8 = 50 16797 / 50 = 336 days ( 48 weeks )	
2024/25	DEC	42	December 3971 days / 9 cases = 441 (63 weeks) Cumulative: 16797 + 441 = 17238 50 + 9 = 59 17238 / 59 = 292 days (42 weeks)	
2024/25	JAN	37	January 4223 days / 10 cases = 422 (60 weeks) Cumulative: 17238 + 422 = 17660 59 + 10 = 69 17660 / 69 = 256 days (37 weeks)	
2024/25	FEB	33	Feb 4230 days / 9 cases = 470 (67 week) Cumulative: 17660 + 470 = 18130 69 + 9 = 78 18130 / 78 = 232 (33 weeks)	
2024/25	MAR	30	March 4753 days / 9 cases = 528 (75 weeks) Cumulative: 18130 + 528 = 18658 78 + 9 = 87 18658 / 87 = 214 (30 weeks)	

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

Year	Date	Value	Lower Limit	Upper Limit	Comments
2024/25	APR	98.90	99	100	Month and cumulative:
2024/25	MAY	94.50	99	100	Month: 94.50 Cumulative: Total Calls: 10,911 Answered 0-60: 10,269 Percentage: 94.1%
2024/25	JUN	89.50	99	100	Month: 89.5 Cumulative: Total Calls: 15,926 Answered 0-60: 14,759 Percentage: 92.7%
2024/25	JUL	94.10	99	100	Month: 94.1 Cumulative: Total Calls: 20,816 Answered 0-60: 19,359 Percentage: 93%
2024/25	AUG	95.70	99	100	Cumulative: Total Cals: 26,122 Answered 0-60: 24,490 Percentage: 93.8%
2024/25	SEP	93.50	99	100	For September the figures are as follows: Total Calls: 5,799 Calls answered in 0- 60s: 5,678 Percentage: 97.9% For the cumulative

Year	Date	Value	Lower Limit	Upper Limit	Comments
					April-Sept figures please see below: Total calls: 31,922 Answered in 0-60s: 30,169 Percentage: 94.5%
2024/25	OCT	94.80	99	100	October Total Calls: 6064 Calls answered in 0-60: 5856 Percentage: 96.6% April – October Total Calls: 37986 Calls answered in 0-60: 36025 Percentage: 94.8%
2024/25	NOV	95.00	99	100	November 24 Total number of calls: 6771 Calls answered in 0-60: 6503 Percentage: 96% April – November 24 Total number of calls: 44,756 Calls answered in 0-60: 42,527 Percentage: 95%
2024/25	DEC	95.01	99	100	December Total calls: 6121 Answered in 0-60 seconds: 5839 Percentage: 95.4% April – December Total calls: 50,877 Answered in 0-60 seconds: 48,366 Percentage: 95.1%
2024/25	JAN	95.20	99	100	January 2025 Total Calls: 6049 Calls answered in 0-60: 5818 Percentage: 96.2% Cumulative April – Jan Total calls: 56,927 Calls answered in 0-60: 54,185 Percentage: 95.2%
2024/25	FEB	95.50	99	100	February 2025 Total calls: 5,272 Calls answered in 60 seconds: 5,189 Percentage: 98.4% Cumulative April – February Total Calls: 62,199 Calls answered in 60 seconds : 59,374 Percentage: 95.5%
2024/25	MAR	95.50	99	100	February 2025 Total calls: 5,272 Calls answered in 60 seconds: 5,189 Percentage: 98.4% Cumulative April –

Year	Date	Value	Lower Limit	Upper Limit	Comments
					February Total Calls: 62,199 Calls answered in 60 seconds : 59,374 Percentage: 95.5%