

Equality Impact Assessment Form

An Equality Impact Assessment is a way of examining how different communities or groups of people will be affected by a current or proposed service, policy or project. It helps identify ways of removing or reducing any adverse or negative impacts and with developing an action plan for ensuring the service, policy or project has the most positive outcomes for our communities.

Equality Impact Assessments consider a range of issues in relation to equality groups. The Public Sector Equality Duty focuses on a set of protected characteristics which can be used as a tool to help us understand how our services will impact on our communities.

The Equality Duty covers the following 9 **protected characteristics**:

Age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex, sexual orientation, marriage and civil partnership (only in the respect of the requirement of the general duty to have due regard to the need to eliminate discrimination)

The Council has also chosen to consider **rurality** and **socio economic status** as part of its Impact Assessments.

EIA title: What service change, policy or project are you assessing?

Workington Town Deal – Digital Accelerator

1. What is the purpose of this service change, policy or project?

To address the digital skills deficit in Cumbria by providing a recognised facility that is highly accessible to both the local and surrounding population. The project will provide investment in digital equipment within existing facilities to deliver training high level digital skills.

2. How does it contribute to the priorities and objectives in our Council Plan?

The project contributes to a number of the priorities and objectives of the Council Strategy 2020-2030 and in particular the following:

Invest to grow

- Utilise key partnerships to stimulate growth
- Work with partners on key economic sites and opportunities

Thriving towns and villages

- Support businesses

Resilient communities

- Address inequalities (through improved training opportunities)

3. Who is likely to be affected by the service change, policy or project? For example: all residents, young people, people with disabilities.

The project has the potential to offer opportunities to all sections of the community, and in particular young people, improved access to training in digital skills.

4. What information and evidence have you used to support your findings on impacts? List any consultation or engagement undertaken. For example: customer monitoring data, customer profiles, demographic information, survey results, customer feedback outcomes of consultation exercises.

Public consultation relating to the Workington Town Deal demonstrated that 58% of respondents were supportive of this project.

In developing the business plan stakeholder engagement with local employers demonstrated they were supportive of the need for the proposed facility.

5. How can this service, service change, policy or project help us to meet our equalities duties? For example: by engaging young people, promoting good race relations or targeting services to meet the needs of older people.

The project aims to provide additional opportunities for training in digital skills. This is likely to benefit young people in particular but by working with education providers the opportunity exists to provide focussed support targeted at other sections of the community if this need can be demonstrated.

6. Are there any known equalities issues relating to this service, service change, policy or project that have been raised outside of Allerdale? For example, by other councils, or through national research.

None known.



7. Impact and action plan

Use the table below to indicate whether the service change, policy or project is likely to have a positive¹, adverse² or neutral impact on each of the groups listed and what that impact is. (See glossary below for definitions)

You also need to indicate what actions or provisions you have put in place, or propose to put in place, to ensure you address the adverse impacts identified.

Equality group	Positive (tick)	Adverse (tick)	Neutral (tick)	What is the impact?	Mitigating actions proposed (to address adverse impact)
Age	√			Provides increased access to training in digital skills. Supports economic growth and therefore improved employment opportunities either directly or indirectly.	
Disability	√			Provides increased access to training in digital skills. Supports economic growth and therefore improved employment opportunities either directly or indirectly.	
Gender	√			Provides increased access to training in digital skills. Supports economic growth and therefore improved employment opportunities either directly or indirectly.	

¹ A **positive impact** is where one or more group or groups of people are put at an advantage by the way a particular policy or procedure is carried out. A positive impact may also occur where a particular policy or procedure will contribute to promoting equality, equal opportunities or improving relations within equality target groups.

² An **adverse impact** is where one or more group or groups of people are put at a disadvantage by the way a particular policy or procedure is carried out. For example, disabled or elderly people, or people living in very isolated rural areas may struggle to use wheelie bins as easily as other people.

Equality group	Positive (tick)	Adverse (tick)	Neutral (tick)	What is the impact?	Mitigating actions proposed (to address adverse impact)
Gender reassignment			√		
Marital and civil partnership status			√		
Pregnancy and maternity			√		
Race and minority ethnic groups	√			Provides increased access to training in digital skills. Supports economic growth and therefore improved employment opportunities either directly or indirectly.	
Religion and/or belief			√		
Sexual orientation			√		
People in rural areas	√			Provides increased access to training in digital skill for residents in the surrounding rural area. Supports economic growth and therefore improved employment opportunities either directly or indirectly.	
People on low incomes	√			Provides increased access to training in digital skills. Supports economic growth and therefore improved employment opportunities either directly or indirectly.	

8. Are the adverse impacts justified? If they are, explain in what way. For example: disproportionate costs, legislative constraints.

No adverse impacts identified.

EIA completion

Date completed:	14 February 2022
Lead officer:	K Kerrigan
Head of Service:	K Kerrigan – Programme Director

Please forward an electronic copy of this completed assessment to: policy@allerdale.gov.uk

Glossary

Age: This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

Disability: A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability; Mental Health; Learning disability.

Gender: This refers to a person being either male or female.

Gender reassignment: This is the process of transitioning from one sex to another, considered a personal process rather than a medical one and it does not require someone to undergo medical treatment in order to be protected.

Marital and civil partnership: Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

Maternity: The period after giving birth. It 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, including as a result of breastfeeding.

Race: It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups inc. Eastern Europeans, Irish people and Gypsy Travellers.

Religion or belief: "Religion" means any religion, including a reference to a lack of religion. "Belief" includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes, Christianity, Islam, Judaism, Hinduism, Buddhism, and non-religious beliefs such as Humanism.

Sexual orientation: This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Rurality: Allerdale is defined as 'Rural-80' – this means we have at least 80 percent of our population in rural settlements and larger market towns.

Equality Impact Assessment Form

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Equality Impact Assessments consider a range of issues in relation to equality groups. The Public Sector Equality Duty focuses on a set of protected characteristics which can be used as a tool to help us understand how our services will impact on our communities.

The Equality Duty covers the following 9 **protected characteristics**:

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The Council has also chosen to consider **rurality** and **socio economic status** as part of its Impact Assessments.

EIA title: What service change, policy or project are you assessing?

Workington Town Deal – Port of Workington/Oldside

1. What is the purpose of this service change, policy or project?

This project will see the remediation of land at the Port of Workington and on the adjacent Oldside site to its north to provide serviced employment sites. These sites would be available for future development by a variety of potential occupants primarily in the general industrial and storage and distribution use classes. It is anticipated that businesses in the logistics and clean energy sectors will be attracted these sites.

2. How does it contribute to the priorities and objectives in our Council Plan?

The project contributes to a number of the priorities and objectives of the Council Strategy 2020-2030 and in particular the following:

A cleaner, greener Allerdale

- Use our assets to encourage green technology

Invest to grow

- Use our asset portfolio to create new or different opportunities
- Utilise key partnerships to stimulate growth
- Work with partners on key economic sites and opportunities

Thriving towns and villages

- Support businesses (through future provision of accommodation)

Resilient communities

- Address inequalities (through improved job opportunities resulting from future development of sites)

3. Who is likely to be affected by the service change, policy or project? For example: all residents, young people, people with disabilities.

The project has the potential to offer opportunities to all sections of the community through improved access to employment

opportunities resulting from the future development of these underutilised sites for employment uses.

4. What information and evidence have you used to support your findings on impacts? List any consultation or engagement undertaken. For example: customer monitoring data, customer profiles, demographic information, survey results, customer feedback outcomes of consultation exercises.

Public consultation undertaken in relation to Workington Town Deal demonstrated that 74% of respondents were supportive of this project. Further stakeholder engagement was undertaken in relation to the Port of Workington Masterplan.

5. How can this service, service change, policy or project help us to meet our equalities duties? For example: by engaging young people, promoting good race relations or targeting services to meet the needs of older people.

The project has the potential to offer improved access to employment opportunities through the future development of the site for employment uses. In line with procurement policies there are opportunities to seek to ensure local companies and local people benefit from the proposed investment.

6. Are there any known equalities issues relating to this service, service change, policy or project that have been raised outside of Allerdale? For example, by other councils, or through national research.

None known.



7. Impact and action plan

Use the table below to indicate whether the service change, policy or project is likely to have a positive³, adverse⁴ or neutral impact on each of the groups listed and what that impact is. (See glossary below for definitions)

You also need to indicate what actions or provisions you have put in place, or propose to put in place, to ensure you address the adverse impacts identified.

Equality group	Positive (tick)	Adverse (tick)	Neutral (tick)	What is the impact?	Mitigating actions proposed (to address adverse impact)
Age	√			Supports economic growth and therefore improved employment opportunities either directly or indirectly.	
Disability	√			Supports economic growth and therefore improved employment opportunities either directly or indirectly.	
Gender	√			Supports economic growth and therefore improved employment opportunities either directly or indirectly	
Gender reassignment			√		
Marital and civil partnership status			√		

³ A **positive impact** is where one or more group or groups of people are put at an advantage by the way a particular policy or procedure is carried out. A positive impact may also occur where a particular policy or procedure will contribute to promoting equality, equal opportunities or improving relations within equality target groups.

⁴ An **adverse impact** is where one or more group or groups of people are put at a disadvantage by the way a particular policy or procedure is carried out. For example, disabled or elderly people, or people living in very isolated rural areas may struggle to use wheelie bins as easily as other people.

Equality group	Positive (tick)	Adverse (tick)	Neutral (tick)	What is the impact?	Mitigating actions proposed (to address adverse impact)
Pregnancy and maternity			√		
Race and minority ethnic groups	√			Supports economic growth and therefore improved employment opportunities either directly or indirectly.	
Religion and/or belief			√		
Sexual orientation			√		
People in rural areas	√			Supports economic growth and therefore improved employment opportunities either directly or indirectly therefore creating potential opportunities for people in surrounding rural areas.	
People on low incomes			√	Supports economic growth and therefore improved employment opportunities either directly or indirectly.	

8. Are the adverse impacts justified? If they are, explain in what way. For example: disproportionate costs, legislative constraints.

No adverse impacts identified.

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EIA completion

Date completed:	14 February 2022
Lead officer:	K Kerrigan
Head of Service:	K Kerrigan – Programme Director

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Sexual orientation: This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Rurality: Allerdale is defined as 'Rural-80' – this means we have at least 80 percent of our population in rural settlements and larger market towns.

Equality Impact Assessment Form

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The Council has also chosen to consider **rurality** and **socio economic status** as part of its Impact Assessments.

EIA title: What service change, policy or project are you assessing?

Workington Town Deal – Public realm and connectivity

1. What is the purpose of this service change, policy or project?

The project seeks to improve the quality of public realm and urban connectivity within Workington Town Centre.

2. How does it contribute to the priorities and objectives in our Council Plan?

The project contributes to a number of the priorities and objectives of the Council Strategy 2020-2030 and in particular the following:

A cleaner, greener Allerdale

- Improve and protect our open spaces and green infrastructure

Invest to grow

- Work with partners on key economic sites and opportunities

Thriving towns and village

- Create deliverable town plans that enable our towns to adapt to the changing nature of the high street
- Give people a reason to visit our towns (festivals, events, cultural and sporting activities, markets)

Resilient communities

- Promote healthy, active lifestyles
- Address community safety issues

3. Who is likely to be affected by the service change, policy or project? For example: all residents, young people, people with disabilities.

The project has the potential to impact on all sections of the community by improving the public realm and accessibility within the town centre.

4. What information and evidence have you used to support your findings on impacts? List any consultation or engagement undertaken. For example: customer monitoring data, customer profiles, demographic information, survey results, customer feedback outcomes of consultation exercises.

Public consultation in relation to the Workington Town Deal demonstrated that 65% of respondents were supportive of the project.

5. How can this service, service change, policy or project help us to meet our equalities duties? For example: by engaging young people, promoting good race relations or targeting services to meet the needs of older people.

The project aims to improve the public realm and accessibility within Workington Town Centre which could be of particular benefit to people with disabilities and older people with restricted mobility making it easier to access town centre shops and services.

6. Are there any known equalities issues relating to this service, service change, policy or project that have been raised outside of Allerdale? For example, by other councils, or through national research.

None known



7. Impact and action plan

Use the table below to indicate whether the service change, policy or project is likely to have a positive⁵, adverse⁶ or neutral impact on each of the groups listed and what that impact is. (See glossary below for definitions)

You also need to indicate what actions or provisions you have put in place, or propose to put in place, to ensure you address the adverse impacts identified.

Equality group	Positive (tick)	Adverse (tick)	Neutral (tick)	What is the impact?	Mitigating actions proposed (to address adverse impact)
Age	√			Improved and safer access to, and within, the town centre making it easier to access shops and other town centre services.	
Disability	√			Improved and safer access to, and within, the town centre making it easier to access shops and other town centre services	
Gender	√			Improved and safer access to, and within, the town centre making it easier to access shops and other town centre services	
Gender reassignment			√		
Marital and civil partnership status			√		

⁵ A **positive impact** is where one or more group or groups of people are put at an advantage by the way a particular policy or procedure is carried out. A positive impact may also occur where a particular policy or procedure will contribute to promoting equality, equal opportunities or improving relations within equality target groups.

⁶ An **adverse impact** is where one or more group or groups of people are put at a disadvantage by the way a particular policy or procedure is carried out. For example, disabled or elderly people, or people living in very isolated rural areas may struggle to use wheelie bins as easily as other people.

Equality group	Positive (tick)	Adverse (tick)	Neutral (tick)	What is the impact?	Mitigating actions proposed (to address adverse impact)
Pregnancy and maternity			√		
Race and minority ethnic groups	√			Improved and safer access to, and within, the town centre making it easier to access shops and other town centre services	
Religion and/or belief			√		
Sexual orientation			√		
People in rural areas			√		
People on low incomes	√			Improved and safer access to, and within, the town centre making it easier to access shops and other town centre services	

8. Are the adverse impacts justified? If they are, explain in what way. For example: disproportionate costs, legislative constraints.

No adverse impacts identified.

EIA completion

Date completed:	14 February 2022
Lead officer:	K Kerrigan
Head of Service:	K Kerrigan – Programme Director

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Gender: This refers to a person being either male or female.

Gender reassignment: This is the process of transitioning from one sex to another, considered a personal process rather than a medical one and it does not require someone to undergo medical treatment in order to be protected.

Marital and civil partnership: Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

Maternity: The period after giving birth. It 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, including as a result of breastfeeding.

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Sexual orientation: This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

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The Council has also chosen to consider **rurality** and **socio economic status** as part of its Impact Assessments.

EIA title: What service change, policy or project are you assessing?

Workington Town Deal – Sports Village

1. What is the purpose of this service change, policy or project?

The project aims to build on existing sports and leisure facilities to create a multi-purpose sports village that will provide high quality inclusive and accessible sporting facilities for community and professional clubs that will be sustainable in the long term.

2. How does it contribute to the priorities and objectives in our Council Plan?

The project contributes to a number of the priorities and objectives of the Council Strategy 2020-2030 and in particular the following:

A cleaner, greener Allerdale

- Improve and protect our open spaces and green infrastructure

Invest to grow

- Use our asset portfolio to create new or different opportunities
- Work with partner on key economic sites and opportunities

Thriving towns and villages

- Give people a reason to visit our towns (festivals, events, cultural and sporting activities, markets)

Resilient communities

- Promote healthy active lifestyles

3. Who is likely to be affected by the service change, policy or project? For example: all residents, young people, people with disabilities.

The project has the potential to impact on all sections of the community through improved access to sports facilities and increased participation in sport.

4. What information and evidence have you used to support your findings on impacts? List any consultation or engagement undertaken. For example: customer monitoring data, customer profiles, demographic information, survey results, customer feedback outcomes of consultation exercises.

Public consultation relating to the Workington Town Deal demonstrated that 87% of respondents were supportive of this project.

5. How can this service, service change, policy or project help us to meet our equalities duties? For example: by engaging young people, promoting good race relations or targeting services to meet the needs of older people.

The project proposes to replace two existing, outdated, sports stadia with a new stadium built to current standards which will improve access for disabled spectators and participants and for users with limited mobility. The project will benefit all sections of the community through improved access to sporting facilities both in terms of the standard of facility that is available and improved opportunities for participation through the community programmes of the sporting clubs involved. This is likely to include youth teams, ladies teams, disabled participation and increased opportunities for older people e.g. through walking football.

6. Are there any known equalities issues relating to this service, service change, policy or project that have been raised outside of Allerdale? For example, by other councils, or through national research.

None known



7. Impact and action plan

Use the table below to indicate whether the service change, policy or project is likely to have a positive⁷, adverse⁸ or neutral impact on each of the groups listed and what that impact is. (See glossary below for definitions)

You also need to indicate what actions or provisions you have put in place, or propose to put in place, to ensure you address the adverse impacts identified.

Equality group	Positive (tick)	Adverse (tick)	Neutral (tick)	What is the impact?	Mitigating actions proposed (to address adverse impact)
Age	√			Improved access to sport, recreation and leisure facilities. Increased opportunities for participation in sport for all ranges from youth participation through to activities aimed at older people e.g. walking football.	
Disability	√			Improved access to new facilities built to current accessibility standards. Increase opportunities for participation in sport.	
Gender	√			Increased opportunities for participation in sport.	
Gender reassignment			√		

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⁸ An **adverse impact** is where one or more group or groups of people are put at a disadvantage by the way a particular policy or procedure is carried out. For example, disabled or elderly people, or people living in very isolated rural areas may struggle to use wheelie bins as easily as other people.

Equality group	Positive (tick)	Adverse (tick)	Neutral (tick)	What is the impact?	Mitigating actions proposed (to address adverse impact)
Marital and civil partnership status			√		
Pregnancy and maternity			√		
Race and minority ethnic groups	√			Increased opportunities for participation in sport.	
Religion and/or belief			√		
Sexual orientation			√		
People in rural areas	√			Increase opportunities for participation in sport for residents in the surrounding rural areas.	
People on low incomes	√			Increased opportunities for participation in sport through community development programmes.	

8. Are the adverse impacts justified? If they are, explain in what way. For example: disproportionate costs, legislative constraints.

No adverse impacts identified.

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Lead officer:	K Kerrigan
Head of Service:	K Kerrigan – Programme Director

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The Council has also chosen to consider **rurality** and **socio economic status** as part of its Impact Assessments.

EIA title: What service change, policy or project are you assessing?

Workington Town Deal – Innovation Centre and Entrepreneurship Programme

1. What is the purpose of this service change, policy or project?

The vision for the Workington Innovation Centre is to establish a distinctive, successful and widely recognised focal point for the incubation and growth of scalable firms with a focus on digital and advanced engineering firms and support the redevelopment of a key site and the wider regeneration of Workington Town Centre.

2. How does it contribute to the priorities and objectives in our Council Plan?

The project contributes to a number of the priorities and objectives of the Council Strategy 2020-2030 and in particular the following:

A cleaner, greener Allerdale

- Use our assets to encourage green technology

Invest to grow

- Use our asset portfolio to create new or different opportunities
- Utilise key partnerships to stimulate growth
- Work with partners on key economic sites and opportunities

Thriving towns and villages

- Support businesses (through future provision of accommodation)

Resilient communities

- Address inequalities (through improved job opportunities resulting from future development of sites)

3. Who is likely to be affected by the service change, policy or project? For example: all residents, young people, people with disabilities.

The project has the potential to offer opportunities to all sections of the community through improved access to employment

opportunities created via the proposed Innovation Centre and Entrepreneurship Programme. The proposed building will be fully accessible in line with current legislative requirements.

4. What information and evidence have you used to support your findings on impacts? List any consultation or engagement undertaken. For example: customer monitoring data, customer profiles, demographic information, survey results, customer feedback outcomes of consultation exercises.

Public consultation in relation to the Workington Town Deal demonstrated that 55% of respondents were supportive of the project.

5. How can this service, service change, policy or project help us to meet our equalities duties? For example: by engaging young people, promoting good race relations or targeting services to meet the needs of older people.

The project aims to support the creation and development of new businesses and create employment opportunities for all sections of the community. The creation of an entrepreneurship programme provides an opportunity to target support at particular sections of the community e.g. young people, if required.

6. Are there any known equalities issues relating to this service, service change, policy or project that have been raised outside of Allerdale? For example, by other councils, or through national research.

None known.

7. Impact and action plan

Use the table below to indicate whether the service change, policy or project is likely to have a positive⁹, adverse¹⁰ or neutral impact on each of the groups listed and what that impact is. (See glossary below for definitions)

You also need to indicate what actions or provisions you have put in place, or propose to put in place, to ensure you address the adverse impacts identified.

Equality group	Positive (tick)	Adverse (tick)	Neutral (tick)	What is the impact?	Mitigating actions proposed (to address adverse impact)
Age	√			Supports economic growth and therefore improved employment opportunities either directly or indirectly	
Disability	√			Supports economic growth and therefore improved employment opportunities either directly or indirectly	
Gender	√			Supports economic growth and therefore improved employment opportunities either directly or indirectly	
Gender reassignment			√		
Marital and civil partnership status			√		

⁹ A **positive impact** is where one or more group or groups of people are put at an advantage by the way a particular policy or procedure is carried out. A positive impact may also occur where a particular policy or procedure will contribute to promoting equality, equal opportunities or improving relations within equality target groups.

¹⁰ An **adverse impact** is where one or more group or groups of people are put at a disadvantage by the way a particular policy or procedure is carried out. For example, disabled or elderly people, or people living in very isolated rural areas may struggle to use wheelie bins as easily as other people.

Equality group	Positive (tick)	Adverse (tick)	Neutral (tick)	What is the impact?	Mitigating actions proposed (to address adverse impact)
Pregnancy and maternity			√		
Race and minority ethnic groups	√			Supports economic growth and therefore improved employment opportunities either directly or indirectly	
Religion and/or belief			√		
Sexual orientation			√		
People in rural areas	√			Supports economic growth and therefore improved employment opportunities either directly or indirectly therefore creating potential opportunities for people in surrounding rural areas.	
People on low incomes	√			Supports economic growth and therefore improved employment opportunities either directly or indirectly	

8. Are the adverse impacts justified? If they are, explain in what way. For example: disproportionate costs, legislative constraints.

No adverse impacts identified.

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EIA completion

Date completed:	14 February 2022
Lead officer:	K Kerrigan
Head of Service:	K Kerrigan – Programme Director

Please forward an electronic copy of this completed assessment to: policy@alldale.gov.uk

Glossary

Age: This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

Disability: A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability; Mental Health; Learning disability.

Gender: This refers to a person being either male or female.

Gender reassignment: This is the process of transitioning from one sex to another, considered a personal process rather than a medical one and it does not require someone to undergo medical treatment in order to be protected.

Marital and civil partnership: Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

Maternity: The period after giving birth. It 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, including as a result of breastfeeding.

Race: It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups inc. Eastern Europeans, Irish people and Gypsy Travellers.

Religion or belief: "Religion" means any religion, including a reference to a lack of religion. "Belief" includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes, Christianity, Islam, Judaism, Hinduism, Buddhism, and non-religious beliefs such as Humanism.

Sexual orientation: This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Rurality: Allerdale is defined as 'Rural-80' – this means we have at least 80 percent of our population in rural settlements and larger market towns.