



Hart Equality and Diversity Information 2019

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Introduction

The Equality Act 2010 introduced a 'Public Sector Equality Duty' for councils. This document sets out how Hart District Council is meeting this duty in relation to its residents. This report does not address equality in relation to the council's employees.

Our vision for Hart is a district that appreciates and celebrates its diversity, challenges intolerance and discrimination, and positively promotes equality and community cohesion.

In order to achieve this, we collect and publish information to improve our understanding of local communities. We use this information to shape the services and programmes we provide.

This document has two sections. The first sets out our understanding of local communities in Hart, and the second explains how we use this understanding to shape services and projects.

Further information about our equality policy and objectives can be found at www.hart.gov.uk/corporate-policies.

1 - Understanding Hart's communities

This section sets out the types of information we use to shape projects and services, and inform decision making. It then provides more detail on Hart's communities in relation to each of the nine 'protected characteristics' defined in the Equality Act 2010.

1.1 - Sources of information

Council service usage data

Where appropriate, we collect data when users access some Council services. The type and amount of information held by each team varies depending on the service provided. For example, the housing service collects information about the number and characteristics of people presenting for housing advice, making a homelessness application or registering for the Hart Housing Register. In order to ensure we comply with data protection the data we collect is often anonymised and only used when we have had the persons consent to do so.

Data from other agencies

Some information is already available from bodies such as the Office for National Statistics (ONS) Census data and Public Health England Profiles.

Community engagement and consultation

We use a range of approaches to gather the views and feedback of residents including:

Formal consultations

When important decisions are made, we will often ask residents about their views on proposed changes. In the year 2017-18 the Council consulted on the development of the Hart Local Plan. Equality monitoring questions were included in the consultations to help us understand the equality profile of consultation respondents and to identify where further work may be needed to engage particular equality groups.

The Council has a Statement of Community Involvement which sets out how the community is to be engaged in the production of the Local Plan and supporting documents and in the planning application decision-making process. The Statement can be accessed at www.hart.gov.uk/Current-planning-policy-guidance.

For more information on consultations carried out by the Council, visit www.hart.gov.uk/consultations.

Resident surveys

In 2016 the Council introduced a standard Customer Feedback Form to assess how well a service has been provided and where improvements can be made in future. The survey includes optional equality monitoring questions. A summary of the equality breakdown of respondents can be found in section 1.2.

Some individual services also carry out their own customer surveys. For example, the countryside services team carry out customer surveys with users of countryside sites such as Hazeley Heath and Odiham Common.

Surveys are also used to better understand local needs. For example, in March 2018 Safer North Hampshire carried out a survey to find out Fleet residents' experiences of living in or near to Fleet town centre. This survey gave residents the opportunity to have their say on issues they have experienced such as littering, graffiti and noise nuisance.

Stakeholder engagement

The Council engages with a range of groups, organisations and forums including:

- The Hart Health and Wellbeing Partnership – the Council coordinates this partnership of representatives from local agencies which oversees the delivery of local health priorities.
- The Hart Ageing Well network – the Council coordinates this network whose membership is drawn from local communities and organisations to represent the views of older people in the District and address issues that affect people as they get older.

- Over 55's forums – the Council's Health & Policy Project Officer links with the three forums in Hartley Wintney and District, Odiham, and Yateley. Forum members meet to share information, discuss issues affecting over 55's in their community and agree actions to be taken.
- The Hart Starting Well Network – in December 2016, the Council – in partnership with Hart Voluntary Action – established regular partnership meetings to focus on issues affecting the health and wellbeing of children and young people. Meetings are attended by representatives of schools and local services who work with children and young people.
- The Hart Military Covenant Partnership – the Council helps to coordinate this partnership which meets regularly to bring together the District Council, the Royal Air Force and the Army.
- Housing Management Forum – the Council coordinates this meeting which brings together social housing providers which operate in the Hart area.
- The Council is a key partner in the Safer North Hampshire community safety partnership which coordinates the; Strategic Community Safety Partnership, Vulnerability Operational Group and North East Hants Domestic Abuse Forum. These fora bring together representatives from the many local agencies who work with those affected by domestic violence and other vulnerabilities across Hart, Rushmoor and Basingstoke and Deane.
- Basingstoke & Deane, Hart & Rushmoor Learning Disability Local Implementation Group (LIG) – the Council's Health & Policy Project Officer links with this group which is attended by people with learning disabilities, family carers, and local services.
- Hart Voluntary Action – the Council grant funds and works in partnership with the local Council for Voluntary Services to engage communities through a range of projects, many of which focus on improving outcomes for people who share protected characteristics.
- Citizens Advice Hart – the Council grant funds and works in partnership with Citizens Advice Hart to support some of the most vulnerable residents and support residents in becoming economically active. Citizens Advice Hart clients are more likely to have a long term health condition or disability than the general Hart population. For example, in 2017-18 38% of clients reported having a disability or long-term condition compared to just 12% of Hart residents (based on 2011 Census data).

I.2 – Protected characteristics in Hart

Hart is a largely rural district situated in North Hampshire with an estimated population of 95,465 (ONS mid-year estimate, 2017). The following provides more detail about the nine 'protected characteristics' which are:

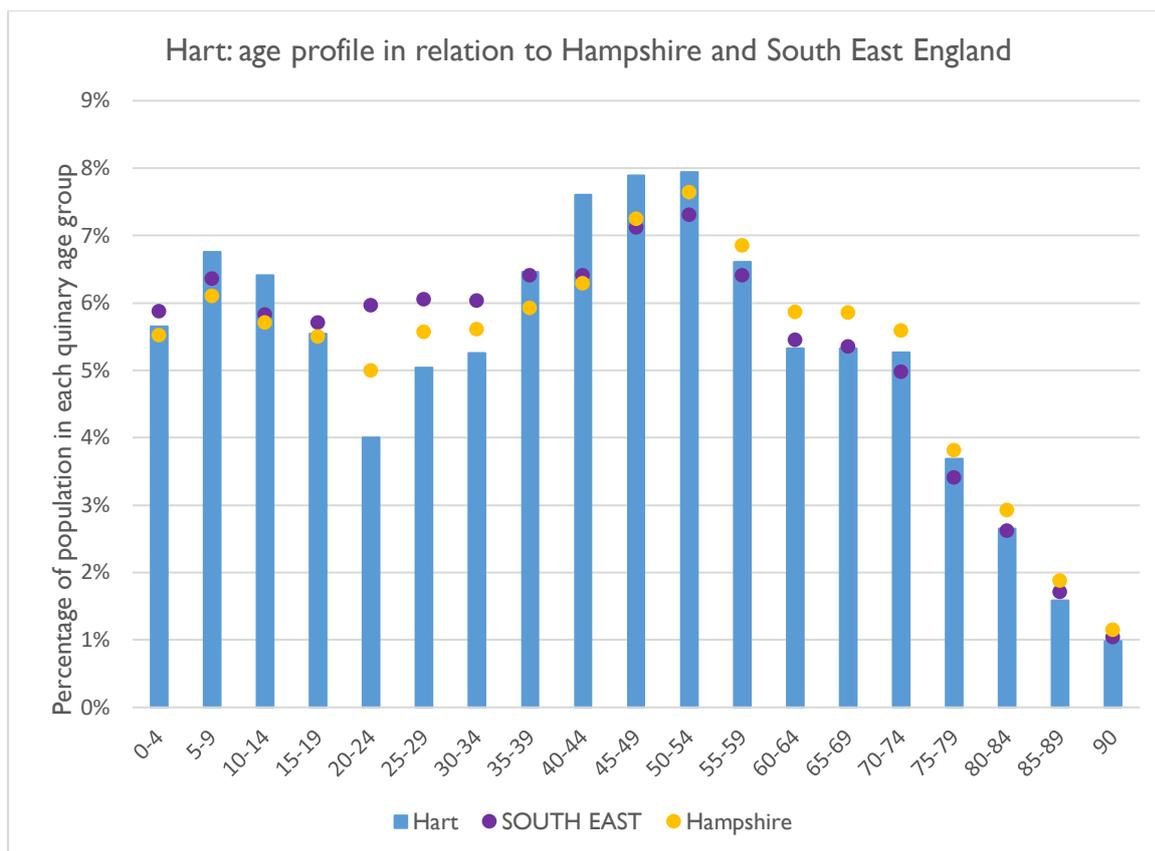
- Age
- Disability
- Race
- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Religion or belief (or lack of belief)
- Sexual orientation

Age

The latest official Mid-Year Estimates (for 2016), produced by the Office for National Statistics (ONS), provide an age profile of the district's population, which can be compared with the profiles for Hampshire and South East England.

The chart below shows that the District has:

- a higher percentage of people aged 5-14 and 40-54 compared to Hampshire and the South East (reflecting the presence of a higher proportion of households consisting of a married couple with dependents, compared to Hampshire and the South East)
- a lower percentage of people aged 20-24 and 25-29 than Hampshire and the South East (probably reflecting the absence of a higher education institution in the District)
- a slightly lower percentage of people aged 65 and over compared to Hampshire



Source: Population estimates by age for local authorities in the UK, mid-2017 (ONS)

Between 1981 and 2011 the population aged 65 and over in Hart more than doubled, representing the fastest growth of any authority in Hampshire (Hampshire Ageing Profile, 2015). Further information about changes in the age profile of Hart since the 2001 Census can be found at www3.hants.gov.uk/2011_census_hart_summary_factsheet.pdf.

Forecasts suggest that the population of Hart will grow from 93,300 in 2014 to 99,100 in 2021. The largest percentage increases are forecast in the 65-84 and 85+ age groups (14.5% and 48.8% respectively).

Forecasts suggest that compared to Hampshire and England, Hart will experience:

- a greater increase in the 75 and over age group
- a smaller increase in the 60 to 74 age group
- a smaller increase in those aged 30 to 44
- an increase in the 15 to 29 population compared to decreases in this population in Hampshire and England
- a smaller increase in the 0 to 14 population

Further information about forecast changes to the age profile of the district can be accessed at <http://documents.hants.gov.uk/population/HartinfoGraphic-2014SAPF.pdf>.

Disability

The latest available Census data from 2011, together with more recent claimant counts for key benefits and allowances, provide an indication of the numbers of people in the borough who are disabled or of poor health. Where possible, this information has been compared to county wide and regional data:

Disability statistics

- At 2011 Census, 12% of Hart residents had a long term health problem or disability which limited their day-to-day activities. This is lower than Hampshire (15.8%) and the South East (15.7%)
- For 4.5% of Hart residents day-to-day activities were limited a lot. Again this is lower than for Hampshire (6.7%) and the South East (6.9%)
- 15% of Hart residents aged 65 and over (2,244) described themselves as having a long term health problem or disability which limited their day-to-day activities a lot
- 4.8% of females described themselves as having a long term health problem or disability which limited their day-to-day activities a lot, compared to 3.7% of males
- 8.9% of all usual residents in households in Hart (7,943) provided unpaid care at Census 2011, 24% of these residents (1,919) were aged 65 and over. This is lower than Hampshire (10.1%) and the South East (9.8%).
- 1.4% of all usual residents in households in Hart (1,282) provided 50 or more hours unpaid care a week, 39% of these (505) were aged 65 and over. This is lower than Hampshire (2.0%) and the South East (2.0%).

Source: Office for National Statistics, Census 2011

Disability benefits and allowances:

- 1.8% (1,400) of Hart residents aged under 65 were claiming Disability Living Allowance (DLA) at May 2018. This is lower than Hampshire (2.8%) and the South East (3.1%).

Source: Office for National Statistics Nomis Service, Official Labour Market Statistics, www.nomisweb.co.uk

Personal Independence Payment (PIP) is replacing Disability Living Allowance (DLA) for eligible working age people aged 16 to 64.

- 1% (764) of Hart residents aged 16 – 64 were claiming Personal Independence Payments (PIP) at April 2017. This is half the rate in Hampshire (2%).

Source: Personal Independence Payment Statistics, www.gov.uk/government/collections/personal-independence-payment-statistics

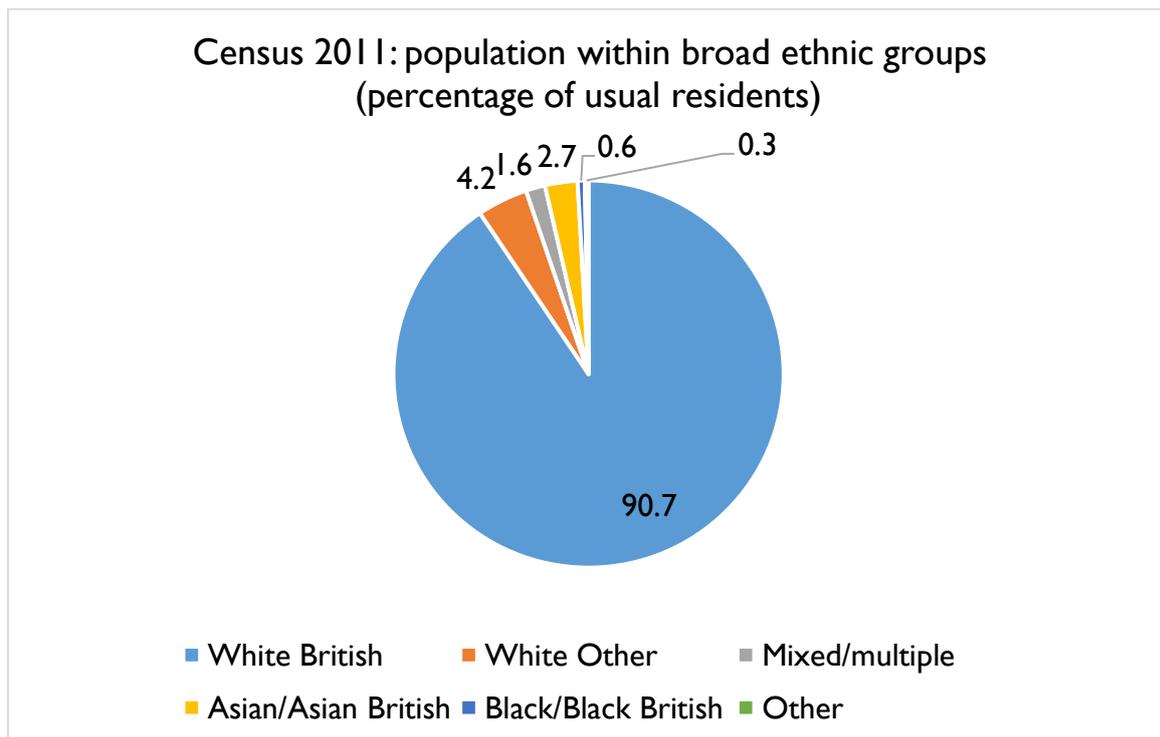
- 2.2% (1,270) of Hart residents aged 16 – 64 were claiming Employment and Support Allowance (ESA) at May 2018. This is lower than Hampshire as a whole (3.7%).

- 0.7% (510) of Hart residents aged 16 and over were claiming Carer’s Allowance at May 2018. This is lower than for Hampshire as a whole (1.1%).

Source: Office for National Statistics Nomis Service, Official Labour Market Statistics, www.nomisweb.co.uk

Race

The latest available Census data provides a comprehensive picture of the ethnicity of residents in the District at 2011.



The majority of residents (82,534 or 90.7%) described themselves as White British. This is slightly lower than in Hampshire as a whole (91.8%) but higher than the South East (85.2%).

White Other (including Irish, Gypsy or Irish Traveller, and Other White) was the next most common ethnic group (3821 or 4.2%), followed by Asian or Asian British (2448 or 2.7%).

Since 2001 the population has become slightly more ethnically diverse. The largest increase (both in terms of percentage and actual numbers) has occurred in the Asian/Asian British population where there has been an increase of 1,313 people or 188% (700 people in 2001 and 2013 people in 2011). This could in part be due to definitional changes between the 2001 and 2011 Census whereby the Chinese ethnic group moved from “Other” to “Asian”. With the exception of the Mixed/multiple ethnic origin group which increased roughly in line with projections, all other ethnic minority groups have increased more slowly than projected.

Gypsies and Travellers:

At the time of the 2011 Census 273 people (0.3%) in Hart described themselves as being from the Gypsy or Irish Traveller ethnic group. This proportion is higher than any other Borough or District in Hampshire (although the largest number of Gypsies and Travellers is in the New Forest) and almost double the proportion in the South East.

Commonwealth families:

The number of families from Commonwealth countries living in Hart has increased in the past year due to a number of new Army regiments moving into the Aldershot Garrison.

Sex

The latest official Mid-Year Estimates for 2017 indicate that the Hart population consisted of 47,380 males (50%) and 48,085 females (50%).

Below the age of 20, the percentage of males (52%) in the District is higher than that of females (48%). A similar pattern is found in Hampshire and South East England.

For ages 65 and over, the percentage of females (54%) in the District is higher than that of males (46%). A similar pattern is found in Hampshire and South East England.

Gender reassignment

Gender reassignment, is defined by the Equality and Human Rights Commission as 'the process of transitioning from one gender to the other'. The more commonly used term, 'transgender', is an umbrella term for people whose gender identity and/or gender expression differs from their birth sex.

The Gender Identity Research and Education Society published 'Gender Variance in the UK' in June 2009. This report estimates that the prevalence of those that have 'presented' with gender dysphoria in Hampshire is 25 per 100,000 people. Using this prevalence, it is estimated that the number of people aged 16 and over that have 'presented' with gender dysphoria in Hart may be around 20 people (rounded to the nearest 10 people).

The Gender Identity Research and Education Society created a quick guide to monitoring in 2015. This stated that:

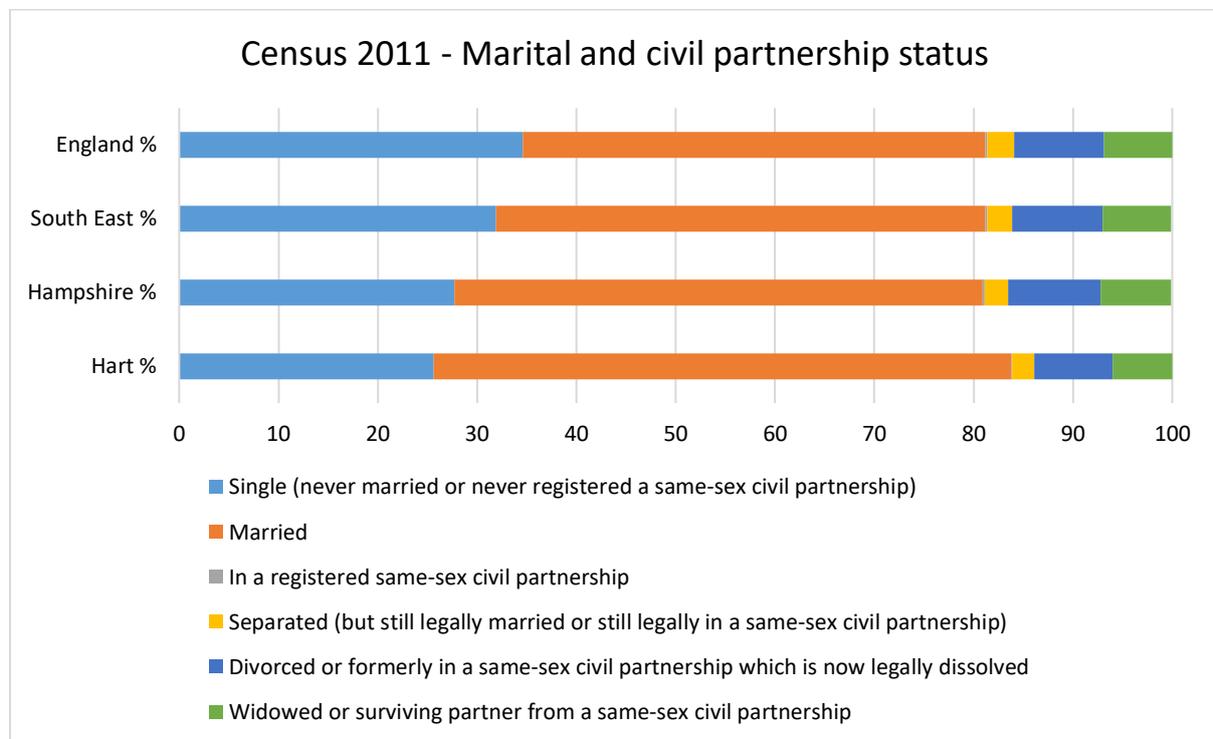
"Before starting to monitor, organisations may estimate the number of gender nonconforming employees and service users, based on the information that GIRES assembled for the Home Office and subsequently updated: gender nonconforming to some degree (1%); likely to seek medical treatment for their condition at some stage (0.2%); receiving such treatment already (0.03%); having already undergone transition (0.02%); having a GRC (0.005%); likely to begin treatment during the year (0.004%). The number who have sought treatment seems likely to continue growing at 20% per annum or even faster. Few younger people present for treatment despite the fact that most gender variant adults report experiencing the condition from a very early age. However referrals for treatment of young people are growing even more rapidly (50% p.a.). Organisations should

assume that there may be nearly equal numbers of people transitioning from male to female (trans women) and from female to male (trans men).”

By applying these percentages to the Hart population aged 16 and over (75,304 people), it is estimated that 750 people may be experiencing some degree of gender variance, 150 people may seek medical treatment for their condition at some stage, 20 people may be receiving such treatment already and 10 may have undergone transition (all numbers rounded to the nearest 10 people).

Marriage and civil partnership

The latest available data on marital and civil partnership status for residents aged 16 and over is that recorded in the 2011 Census:

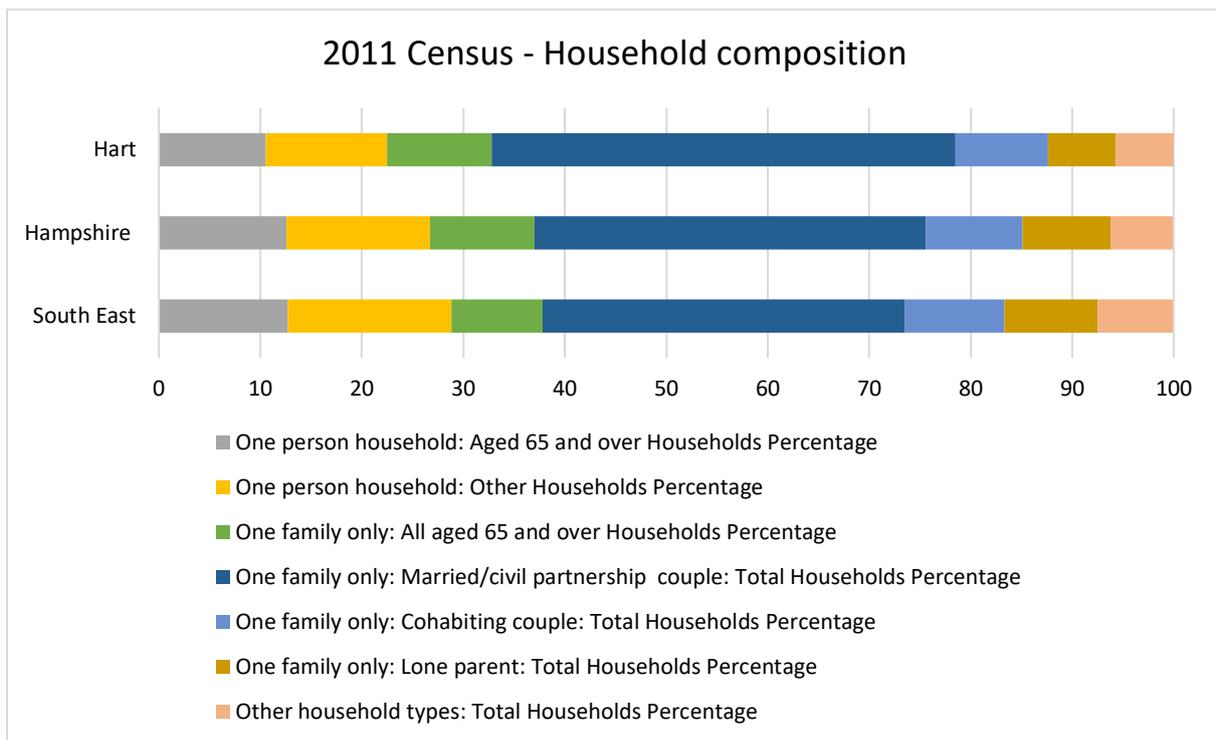


Of the 72,681 Hart residents aged 16 or over in 2011:

- 25.6% (18,599) were single (never married or never registered a same-sex civil partnership); lower than the averages for Hampshire and South East England
- 58% (42,320) were married; higher than the averages for Hampshire and South East England
- 0.1% (107) were in a registered same-sex civil partnership; half the averages for Hampshire and South East England
- 2.2% (1571) were separated (but still legally married or still legally in a same-sex civil partnership); lower than the averages for Hampshire and South East England

- 7.9% (5758) were divorced or formerly in a same-sex civil partnership which is now legally dissolved; lower than the averages for Hampshire and South East England
- 6% (4326) were widowed or surviving partner from a same-sex civil partnership; lower than the averages for Hampshire and South East England

Household composition



Of the 35,510 District households in 2011:

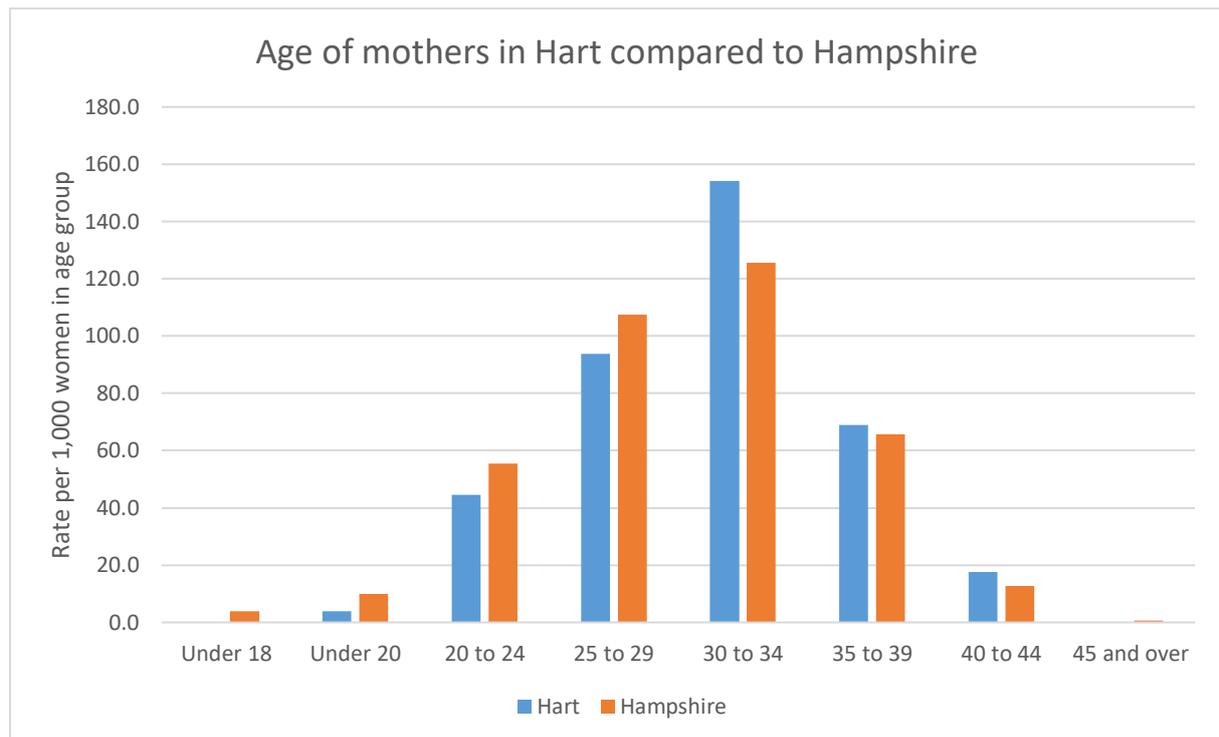
- 22.4% were one person households; lower than for Hampshire and South East England
- 10.5% were one person households aged 65 and over; lower than Hampshire and South East England
- 10.3% had more than one occupant where all occupants were aged 65 and over; in line with Hampshire but higher than South East England
- 45.7% were married or same-sex civil partnership couple households; higher than Hampshire and South East England
- 9.1% were cohabiting couple households; slightly lower than Hampshire and South East England
- 6.7% were lone parent households; lower than Hampshire and South East England

Pregnancy and maternity

In 2016 there were 950 live births from mothers whose usual residence is Hart. This is a slight reduction compared to the 1,036 live births in 2014.

The District's Generalised Fertility Rate (GFR = live births per 1000 women aged 15-44) was 60.3 in 2016. This is a slight reduction compared to a rate of 64 in 2014.

The age of mothers in Hart is higher than in Hampshire as a whole as illustrated by the chart below.



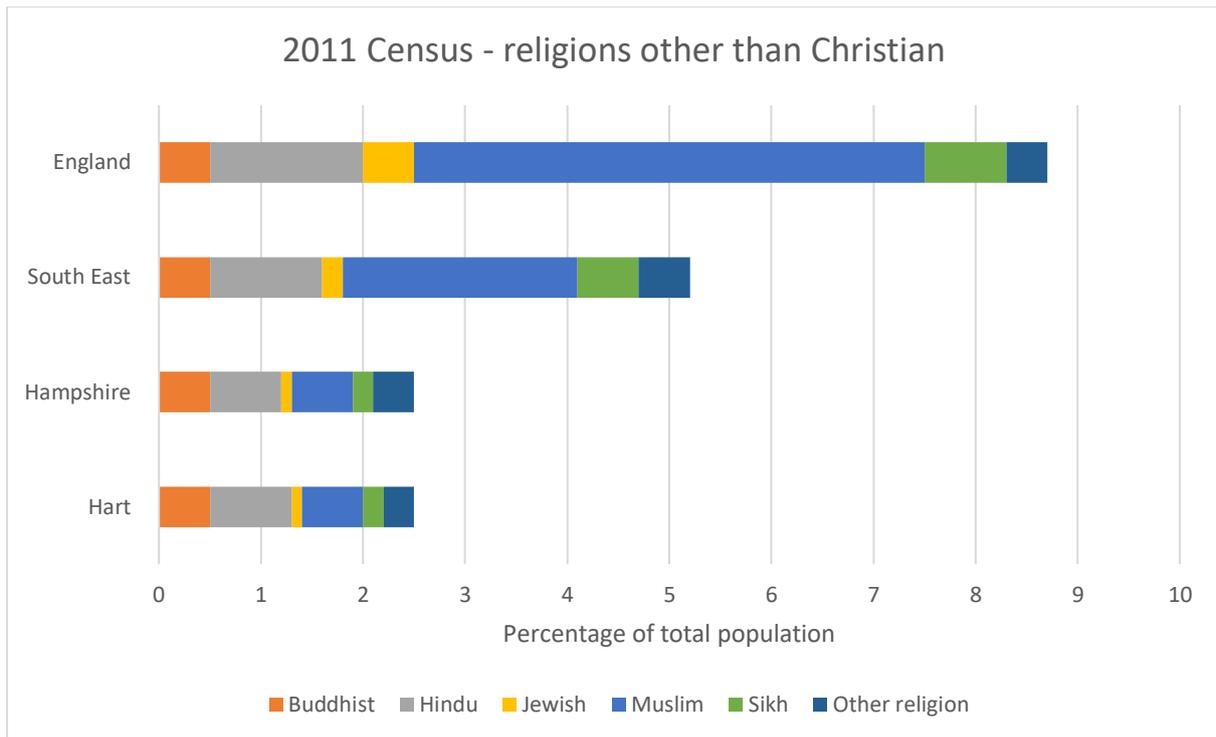
Source: Office for National Statistics, *Births by mothers' usual area of residence in the UK.*

www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/livebirths/datasets/birthsbyareaofusualresidenceofmotheruk

Religion or belief (or lack of belief)

The 2011 Census provides the most recent comprehensive data available on religion and belief in the UK. 64.6% of Hart residents who responded to this question were Christian, compared to 62.4% of Hampshire residents.

With regards to religions other than Christian, those found most commonly in Hart are set out below:



The second most common religion in Hart was Hindu at 0.8%, which is similar to findings for Hampshire as a whole.

25.8% of respondents stated they had no religion and 7.1% did not state their religion at all.

Sexual orientation

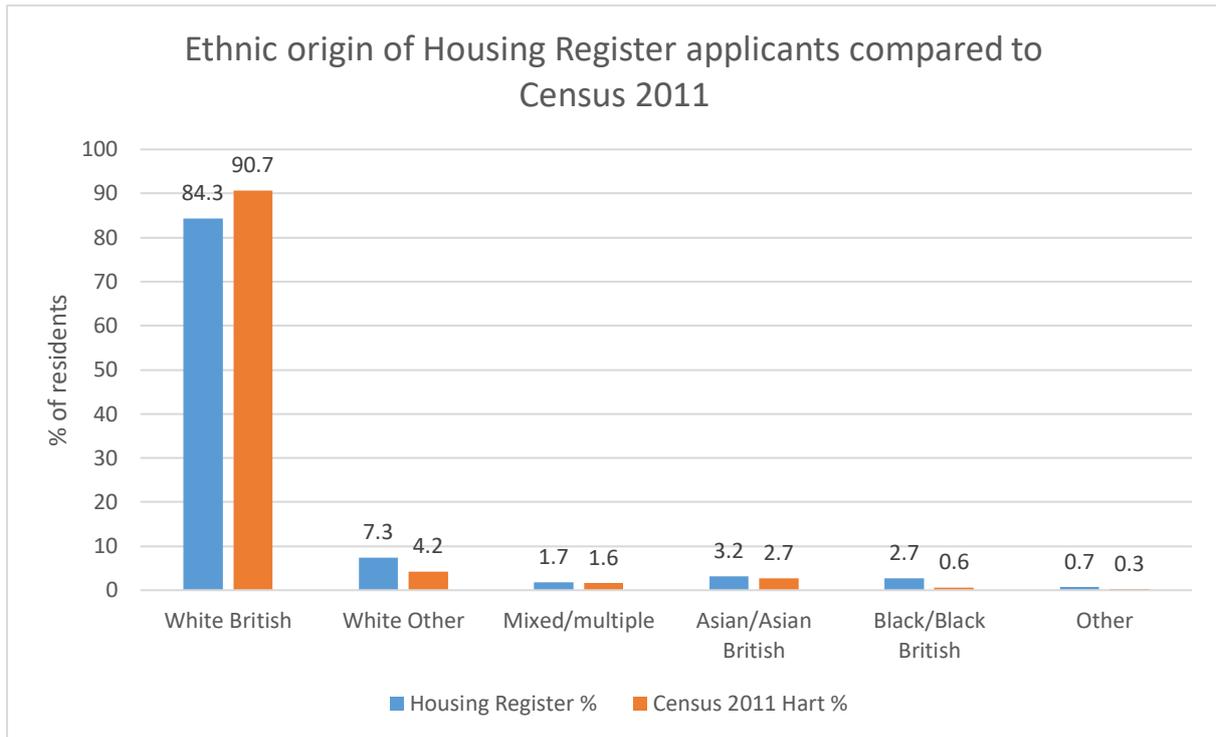
This term refers to whether a person's sexual attraction is towards their own gender, the opposite gender or both genders. Currently, there is no reliable data on the numbers of Lesbian, Gay and Bisexual (LGB) residents within Hart. However, the latest release (2016) of the Office for National Statistics Annual Population Survey, published in October 2017, indicated that 2.0% of the UK adult population identified themselves as LGB. This figure may underestimate the true figure as a further 4.1% stated that they 'Don't Know' or refused to answer the question, and another 0.5% stated other. In the same survey 2.1% of respondents in the South East identified themselves as LGB, 4.0% stated 'Don't know' and 0.5% stated other. The council is not aware of any data to indicate that Hart is likely to differ from the regional average. On this basis and incorporating the 0.3% (Gay or lesbian) and 0.2% (bisexual) confidence interval published with the data, it is estimated that at least 1,393 district residents aged 16 and over would describe themselves as LGB but the number could be nearer 1,770.

Equality data relating to Housing services and benefits

Housing Register

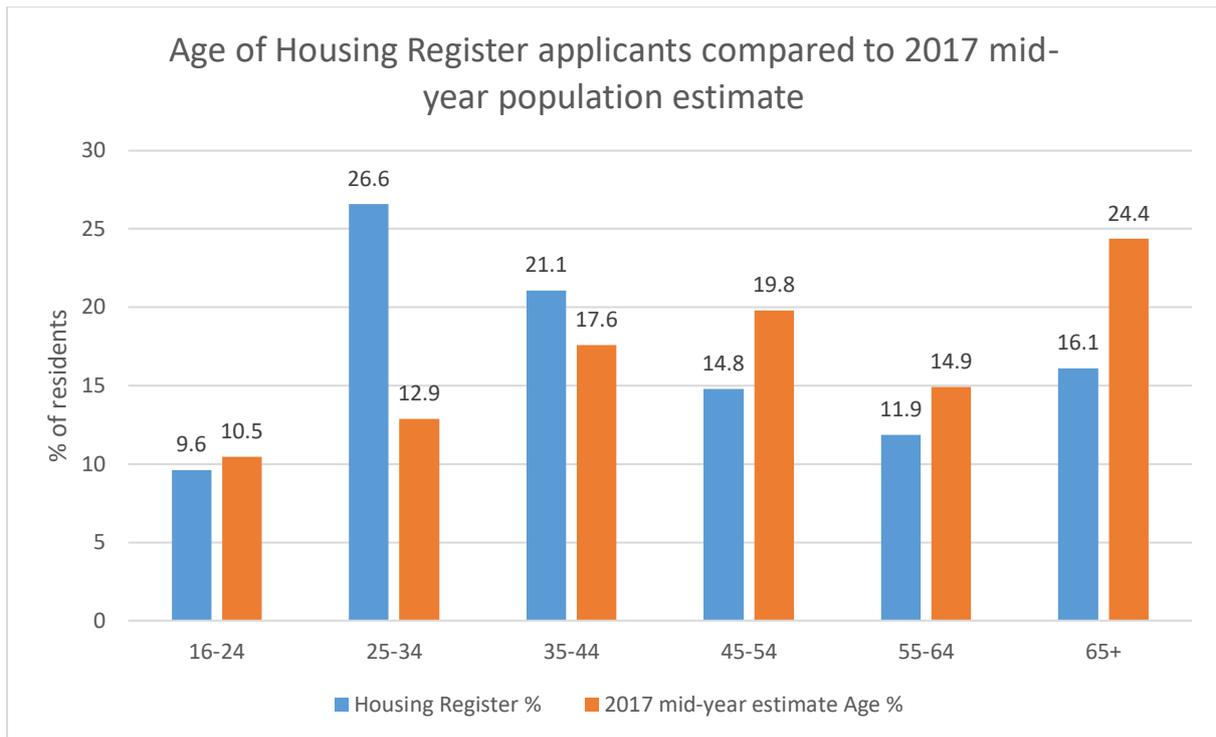
Hart District Council does not own any council properties but the council does provide a housing register for people who want a home from one of the Housing Associations in the Hart District.

The chart below shows the percentage of Housing Register applicants as at January 2019 by ethnicity compared to the census profile.



The profile of the housing register applicants by ethnic origin is broadly in line with the census.

The chart below shows the percentage of Housing Register applicants as at January 2019 by age compared to 2017 mid-year population estimates.

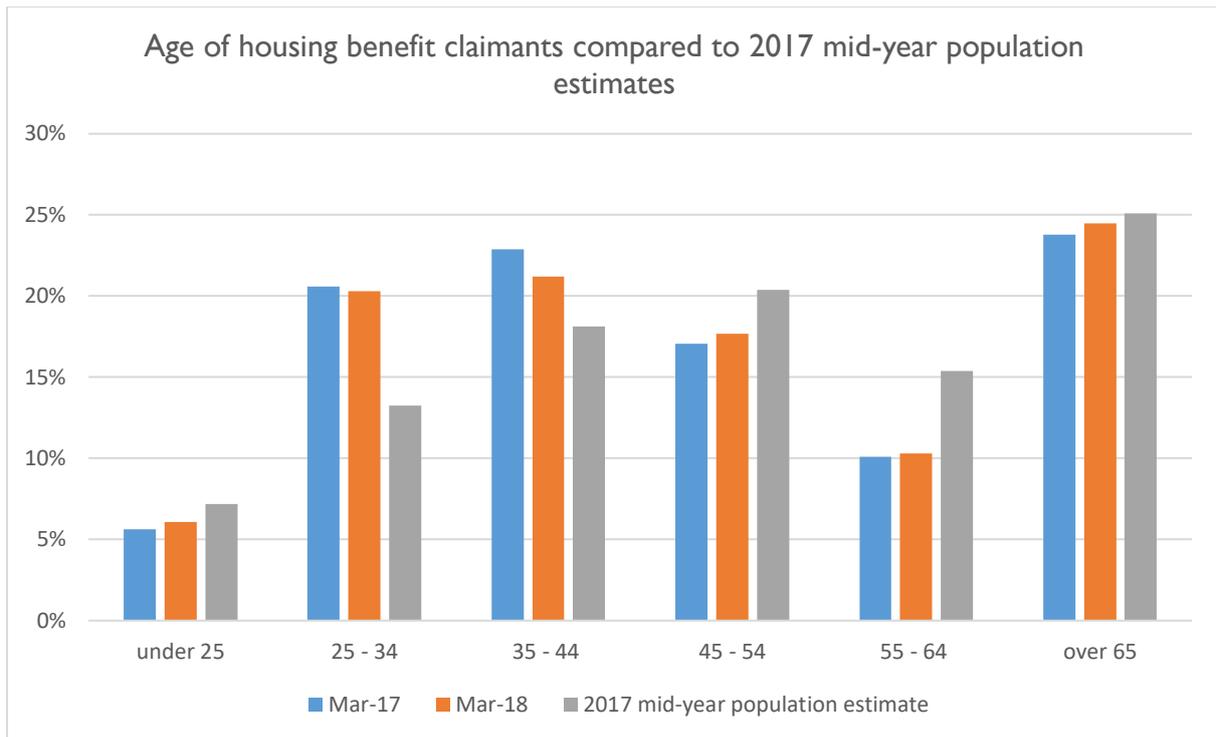


The chart indicates that people aged 25-34 and to a lesser extent those aged 35-44 are over-represented on the Housing Register when compared to the population of Hart as a whole. This could be due to the high cost of homes to both buy and rent within Hart, and because this age group are likely to be looking to leave the family home and looking at affordable options.

Housing Benefit

2.5% (1,863) of Hart residents aged 18 and above were claiming Housing Benefit at 19 March 2018.

The chart below shows the age of Housing Benefit claimants in Hart, compared to the 2017 mid-year population estimates for each age group. The higher percentage of those aged 25-34 claiming Housing Benefit compared to the mid-year population estimates is likely to be due to: the cost of property to rent in Hart, younger people tending to rent rather than buy, and the number of single parent families claiming.



Source: Hart District Council Revenues & Benefits Service

Discretionary Housing Payment

Discretionary Housing Payments (DHPs) are extra payments to help people with their housing costs.

Data from the Council's Revenue and Benefits Service shows that:

- The proportion of DHP applications from women increased from 71.76% in 2015-16 to 85.26% in 2017-18
- The proportion of DHP applications from 25-34 year olds increased from 14.12% in 2015-16 to 38.95% in 2017-18

These trends may be due to national changes in the Benefit Cap introduced in November 2016 which reduced the total amount of benefits a household can receive.

- The proportion DHP applications from disabled people decreased from 30.59% in 2015-16 to 24.21% in 2017-18

Households where someone receives Disability Living Allowance or Personal Independent Payment were exempt from the Benefit Cap, which may explain this trend.

Universal Credit

Universal Credit is a payment to help with living costs for working age residents. Universal Credit was rolled out across the Hart District during 2018 for all new claims. Universal Credit Full Service is a single payment and replaces a number of means tested benefits including: Income-based Job Seekers Allowance (JSA); Income-based Employment Support

Allowance (ESA); Housing Benefit; Income Support; Child Tax Credits; Working Tax Credits.

As of August 2018 138 households in Hart were on Universal Credit, of which 99 were in payment (Department for Work & Pensions)

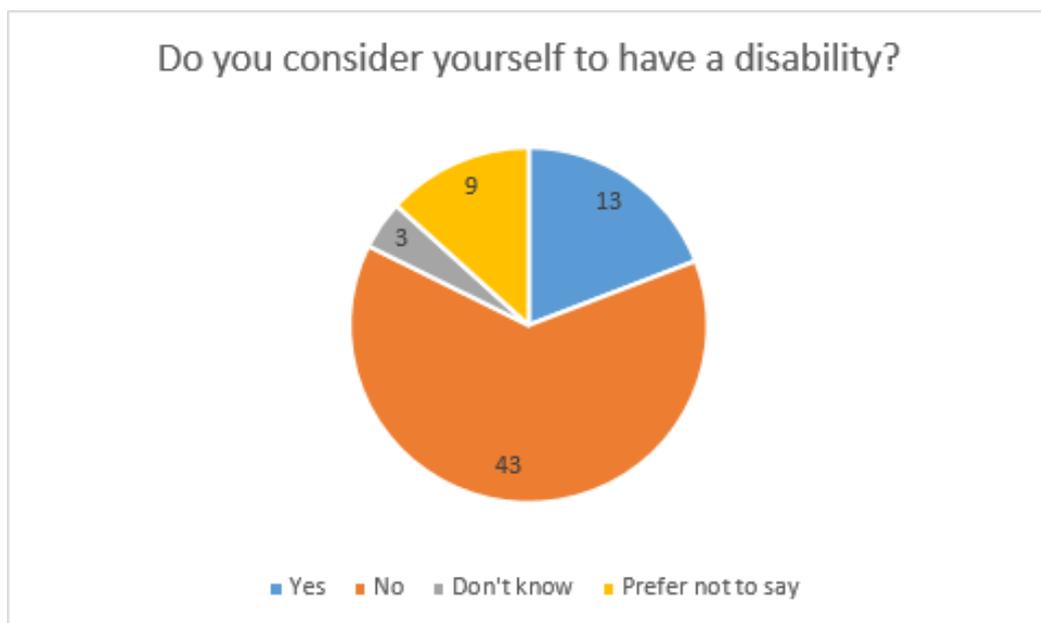
Customer Feedback Equality Breakdown

In 2017 the council introduced equality monitoring questions to the Customer Feedback Form in order to understand if any of the feedback (such as dissatisfaction) is particular to specific groups of people.

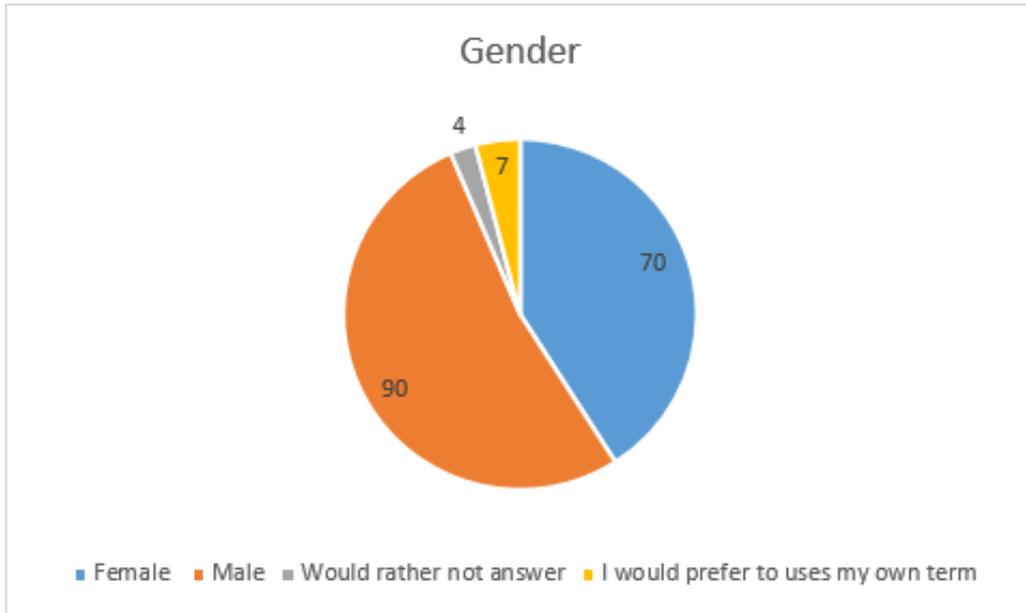
Between April 2018 and January 2019, 186 people completed the survey. This section provides a breakdown of the equality profile of customers who responded to the equality monitoring questions.

No specific equality issues were identified from the feedback in terms of people's experience of council services by disability, sex, ethnicity or age.

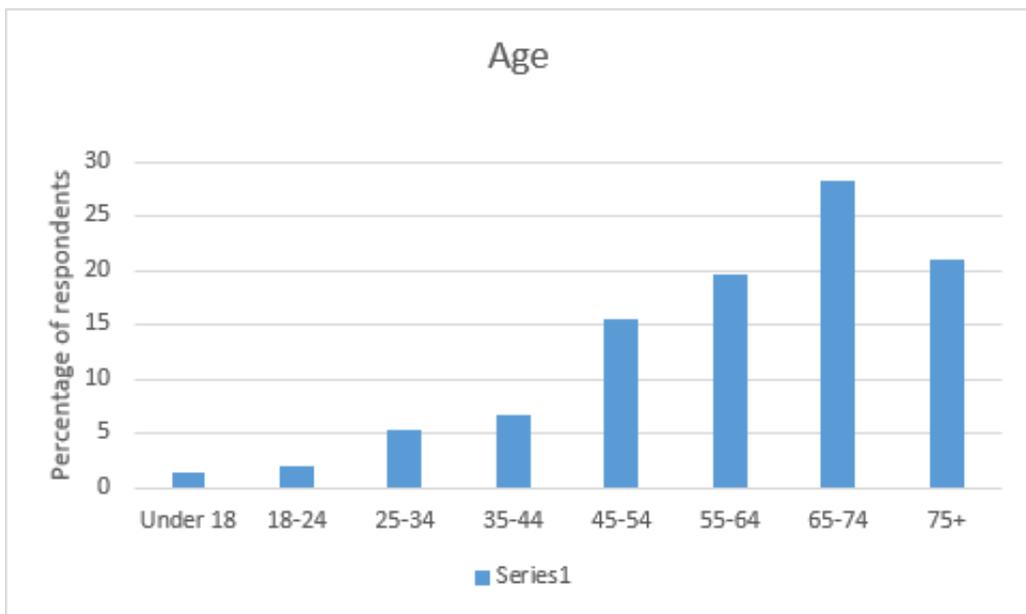
19% of respondents considered themselves to have a disability, compared to 12% of Hart's population who considered themselves to have a disability or limiting long term condition as at the 2011 Census.



43% reported their gender as female, compared to 50% of Hart's population being recorded as female at the 2011 Census.



The chart below shows that over 55s are over-represented among survey respondents compared to the proportion of over 55s in the Hart population. This reflects findings from other council engagement exercises where younger people are less likely to take part in consultations.



2 – Using equality information to shape council functions and services

We use information about communities in Hart to help inform our policies, plans and programmes which in turn, shape the services we provide. The key documents are summarised below.

Corporate Plan - summarises our priorities, goals and promises for the environment, economy and communities over a 3 year period.

Customer Care Standards – set out what we will do to deliver the best possible service to all our residents and visitors including provision of a translation service or documents in alternative formats, if required.

Corporate Equality Policy and Objectives – sets out our commitment to equality and diversity for staff and residents.

Equality Impact Assessment - in order to meet our equality duty, we need to understand the impact we have on equality through our functions and service provision (including policies, practices and activities). The Council takes a proportionate approach, and where appropriate, carries out an Equality Impact Assessment (EIA) when making changes to or introducing new services.

For example, an Equality Impact Assessment was carried out in 2017-18 to assess the potential impacts of the Draft Local Plan on equality groups. This can be viewed at www.hart.gov.uk/Local-Plan-Publication-2018.

Responding to communication needs

To improve access to Council services, the Council meets any requests we receive to provide information in alternative formats and languages where we perceive there to be a genuine need.

More information about our policies can be found at www.hart.gov.uk/corporate-policies.

In addition to these documents, we put in place appropriate training and guidance to support staff in fulfilling the equality duty.

Equality and Diversity training – our staff undertake mandatory training to ensure we are informed and up-to-date with equalities issues. In 2017 staff in managerial or policy/service development roles completed Equality Impact Assessment training. The council has introduced a programme of diversity awareness sessions for staff, topics covered to date include Autism Awareness, Sight Awareness and D/deaf Awareness. In 2018 21 staff attended an introductory British Sign Language course.

2.1 - Case studies

The Homelessness Prevention Trailblazer Project

The Hart and Rushmoor Homelessness Prevention Trailblazer Project commenced in April 2017. The project set out ambitious goals to work innovatively within Housing Departments and with key local agencies, targeting early interventions to prevent homelessness within at-risk populations. The project also aimed to transform the way Housing Departments work with housing clients, moving towards an approach which addresses wider issues beyond the provision of accommodation.

Three Health and Wellbeing Officers were recruited to work with housing clients at risk of homelessness, accompanying them in their housing application journeys and assisting them to navigate the health and social care systems, in order to achieve better accommodation outcomes.

Clients typically faced multiple challenges, which affected their accommodation situation including some linked to their protected characteristics. For example:

- Disability – clients living with disability and long-term conditions including multiple diagnoses (often including mental health issues) experienced challenges with accessing and navigating services such as lengthy waiting lists, lack of coordinated support, not meeting eligibility criteria for services, or a lack of treatment options due to multiple diagnoses such as autism and substance misuse. A combination of challenges linked to their disability or long term condition often resulted in reduced family support networks, job loss, debt, and being unable to manage their condition and therefore their tenancy.
- Gender – gender related violence and domestic abuse resulting in difficulty finding suitable accommodation
- Sexual orientation – occasionally clients reported experiencing discrimination within their existing accommodation due to their sexual orientation
- Age – some client's relatives including parents were unable to continue to provide accommodation due to advanced age and health issues as well as affordability. The main cause for loss of settled accommodation remains, parental and family eviction for young applicants.

Benefit changes and funding reductions affected many clients, resulting in a lack of support from previously available statutory services to maintain their tenancies.

The Health and Wellbeing Officers worked within a strengths-based approach, placing clients in a position of control, recognising their own abilities, resources and encouraging a positive attitude towards self-improvement and recovery from illness.

The Homelessness Reduction Act 2017, required Housing services to introduce Personal Housing Plans and Homelessness Assessments which encourage services to take a more comprehensive view of a client's situation and put in place plans that address the wider issues surrounding an individual's housing issues.

The Act also introduced changes to the eligibility criteria for early prevention support, meaning people can receive support earlier, helping to avoid an escalation of issues.

Both Housing teams received extensive training to embed this strengths based approach, as well as, training in Equality and Diversity, Substance Misuse, Domestic Abuse, and Mental Health.

The housing officers and wellbeing officers have worked closely with social services, hospitals, prisons, and other health professionals to ensure more joined up ways of working including new referral pathways, improved assessments and a Hampshire wide Homelessness Prevention Protocol resulting in better support for clients and early prevention.

A Homelessness Prevention Champions Group was formed to bring together a range of partners, who have been actively involved in identifying ways to improve joint working, understanding the changes in legislation and the implications of these for their own service users.

The housing teams also worked alongside the councils' private sector housing teams, taking actions where there issues were raised with disrepair and/or adaptations needed to a property, as well as other issues affecting clients in private tenancies and homeowners, aiming at enhancing an early intervention approach. The team worked with landlords to establish clear pre- eviction protocols and strengthened the support available to assist landlords of tenants experiencing health and disability related issues. Working alongside Job Centre Plus, the team helped to prepare landlords for the implementation of Universal Credit and to support disabled people to achieve a successful new application or transition from other benefits.

An employment and skills café has been established at the council offices and the team will focus on increasing the number of disabled clients accessing the café in 2019 by introducing drop-in sessions at outreach locations.

In light of the positive outcomes and to maintain the momentum generated by this project, Hart District Council is currently creating a Social Inclusion team consisting of one Health and Wellbeing Officer and a Social inclusion and Partnerships Manager.

North East Hampshire Domestic Abuse Forum

The council is a key partner in the Safer North Hampshire community safety partnership. The partnership coordinates the North East Hampshire Domestic Abuse Forum which aims to increase awareness of domestic abuse, identify gaps in services and improve access to support.

The Forum uses a range of information including local and national data, as well as engagement with the community, to shape a programme of work with specific groups who share a protected characteristic.

We recognise that for many people, they have additional barriers to overcome when seeking help and support to address the domestic abuse they are experiencing, be that as a victim, perpetrator or child in the household. The forum is constantly looking to develop resources and provide specialist training for practitioners to enable them to best support the family.

Age

There are unique challenges for young people as well as older people who have or are experiencing domestic abuse. For young people, they often don't have the life experiences to be able to recognise and safely manage their relationships, with family members feeling unsure about how to best support them. Alongside training which was delivered to multi agency practitioners, the Domestic Violence Disclosure Scheme has been widely promoted to enable concerned family members and friends to be able to voice these concerns.

With the population ageing there are many people who are living with the person who is abusing them and where they could be reliant on the perpetrator of the abuse to be their main carer. The forum has worked with local statutory and voluntary agencies, alongside providing training sessions, in order to help practitioners understand more about the options available to them, including safety planning for the victim of the abuse.

Disability

For those who are experiencing physical difficulties there are many practical issues to address when providing safety planning advice and guidance and the forum has worked closely with the relevant agencies to gain a better understanding of what options are available. The Hampshire Make Safe Scheme links the Blue Lamp Trust with the specialist domestic abuse services in order to tailor safety planning information and equipment. This can include, for example, vibrating alarms, key safes and fire prevention advice.

We are also aware that many people who are affected by domestic abuse will have mental health issues and the forum was delighted to organise an Arts Exhibition in September, in partnership with Just Wellbeing. This exhibition enabled many Hart residents to showcase how they express their feelings through art and for members of the community to access information about domestic abuse and mental health at the exhibition, which ran for a month.

Gender Reassignment

A high percentage of the trans-community experience domestic abuse and as there has been increased publicity during 2018, we have seen an increasing number of people reaching out for support and help. The forum has hosted multi agency training sessions to help practitioners feel equipped to support the community and we have been working closely with Chrysalis and Mermaids to increase our understanding and to look at possibilities of local support groups.

Race

Due to the location of Hart, we have several communities where strong cultural factors could impact on understanding and reporting of domestic abuse. These communities include the Gypsy, Romany, Traveller; Nepali and Foreign and Commonwealth communities linked to the armed forces. Alongside training, we have worked with the communities to better understand their needs and briefing sheets are currently being prepared. Our Nepali domestic and sexual abuse outreach project is reaching out to many Nepali families who have difficulty in accessing mainstreamed services due to language or cultural needs.

Pregnancy and Maternity

Research has identified that around 30% of domestic abuse commences when someone is pregnant. As a result, health services routinely ask about domestic abuse in order to identify issues as early as possible. Domestic abuse training continues to be delivered in our hospitals and health settings and a new Health Domestic Abuse Pathway has been rolled out across Hampshire to assist in identification and signposting to support.

Sexual Orientation

Progress continues to be made with encouraging members of the Lesbian, Gay, Bi-sexual and Transgender community to report domestic abuse to the police and other agencies. As a result, we have been encouraged to see greater representation of the LGBT community when meeting to discuss high risk domestic abuse cases, with the figures continuing to be monitored and training and input provided as required.

Much of the learning from engagement with individual equality groups and with experts and specialist services has been collated into a Practitioners Guide to Tailoring Support for Diverse Communities. This can be found at <http://nehantsdvf.co.uk/Resources.html>.

Leisure Centres

The management of Hart and Frogmore Leisure Centres transferred from Hart District Council to Everyone Active on 1 February 2016 and the new Hart Leisure Centre opened on 1 April 2017.

As part of the contract management process, the Council works together with Everyone Active to monitor usage of the centres and identify areas for further development.

The council has worked in partnership with Everyone Active to identify opportunities to increase leisure centre usage by groups that are currently under-represented, or where national or local data has identified that physical inactivity levels are above average or increasing.

Encouraging more over 60s to use the leisure centres

A new Steady and Strong Class strength and balance class was introduced on a Monday following a successful taster session publicised through a local falls prevention campaign. There are now three regular sessions running per week which are all well attended.

Walking Football has expanded significantly over the last year in popularity and as such there are 5 sessions per week. The U3A group consistently has steady numbers and the “Fleet of Foot” team who are sponsored by Everyone Active train three times a week and regularly compete against other walking football teams.

Enabling more disabled people to use the leisure centres

In 2018 Hart Leisure Centre was awarded the Inclusive Fitness Initiative (IFI) mark accreditation – Very Good. This recognises their commitment to provide welcoming and accessible services for disabled people and with long term health conditions.

In November 2018 Everyone Active worked closely with Hart District Council to offer a free Active for All afternoon of taster sessions for disabled people and those with additional needs, their families and carers. Activities included swimming with Paralympic Champion Sascha Kindred CBE, inclusive dance, football, multi-sports and autism-friendly gymnastics. The event was attended by over 50 children and families.

Autism friendly gymnastics sessions were piloted twice during 2018, following engagement with the Autism Friendly Fleet community group. Funding was then secured to establish further sessions for children at Hart Leisure Centre during March 2019.

Free Swimming for families with children on the autism spectrum was offered at Hart Leisure Centre during the summer holidays. This initiative in partnership with Autism Friendly Fleet was designed to encourage family swimming participation and was well received by the local community. A number of colleagues including front of house staff and swim teachers have attended autism training.

Everyone Active - with support from Hart District Council - has developed new links with local services including the visual impairment charity Open Sight and local mental health services, opening up opportunities to work together to engage more people in physical activity in 2019.

New activities for children and young people

A new teen running class led by the RIOT Squad running club is now based out of Hart leisure centre. The 8-week couch to 5km running course for teenagers is delivered by an England Athletics Running coach.

The Max Whitlock Gymnastics Programme was launched as part of Everyone Active's new partnership with the Olympic Gold Medallist. Four new gymnastics classes for children were introduced at Hart Leisure Centre and around 300 children participate weekly. Across the two centres over 400 children are enrolled on sports courses programmes.

Hart Leisure Centre's partnership with The Alex Danson Hockey Academy continues to be a success. In March 2018 local schools took part in a hockey festival hosted by Alex Danson herself. Over 300 local school children attended and enjoyed an introduction into the sport. Regular hockey camps are also run during school holidays.

A partnership with Washindi Trampoline Club was launched at both centres. This has resulted in high quality weekly trampolining being delivered at both sites with around 40 children participating weekly.

Engaging more women in physical activity

A Women's Walking Football group was developed in early 2018 and has grown significantly. The group meets each week and also regularly participates in mixed games with the men's group. The women's group has mixed ages from seniors to those who are younger but have injuries.

A netball masterclass run by Mavericks and England player Sacha Corbin was attended by 14 players from local netball clubs. Netball camps have also been held during the holidays.

Engaging minority ethnic communities

Hart Leisure Centre was approached by the Fleet Indian Community to support them with free courts for their charity badminton tournament. This took place in September and raised over £800 for the millions of families who have lost their homes and savings due to a flood (caused by excessive rain) in the state of Kerala. Many of those who participated in the tournament are regular users of badminton at the centre.