

Appendix 7

IES

Equality Impact Assessment

Durham County Council Equality Impact Assessment

NB: The Public Sector Equality Duty (Equality Act 2010) requires Durham County Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people from different groups. Assessing impact on equality and recording this is one of the key ways in which we can show due regard.

Section One: Description and Screening

Service/Team or Section	Economic Development
Lead Officer	Andy Kerr
Title	Inclusive Economic Strategy
MTFP Reference (if relevant)	
Cabinet Date (if relevant)	December 2022
Start Date	December 2021
Review Date	January 2023

Subject of the Impact Assessment

Please give a brief description of the policy, proposal or practice as appropriate (a copy of the subject can be attached or insert a web-link):

The Inclusive Economic Strategy (IES) identifies the economic challenges and opportunities for the County and sets out priorities and actions to respond to them.

It focuses on inclusive economic growth and aligns with existing strategies and plans in place across the county, including council documents such as the County Durham Plan, Climate Emergency Response Plan, Digital Strategy, Poverty Action Plan and UK Shared Prosperity Fund Investment Plan, plus regional strategies from the North East LEP. It does not describe everything that is happening in the county or replicate other documents.

The IES is deliverable and realistic. It will address immediate and long-term opportunities and challenges, giving a 2035 perspective. We will use the strategy as the vision and strategic framework to coordinate activity and it is designed to be inclusive for new ideas as they emerge through the preparation of an annual Delivery Plan.

It recognises the excellent work we are already doing as partners across the county and identifies areas for further focus. This is about County Durham activity and where we have agency as a partnership, focusing on county-wide and place-based actions where it makes sense, rather than giving national or regional solutions.

We will co-develop in partnership our Delivery Plan, which will include detailed actions to deliver a step change for the county and respond to changes in national and local circumstances. This will build on and coordinate the project and programme ideas that we have collated from our evidence base, the Big Conversation and stakeholder engagement. We will consider and add transformational projects and programmes as our Delivery Plan is refreshed and updated.

Who are the main stakeholders? (e.g. general public, staff, members, specific clients/service users):

Anyone who lives in, studies in, works in, visits, or has an interest in County Durham will have an interest in the IES. This includes the general public, council staff, Elected Members, business owners, investors, developers and landowners, various partners, stakeholders from the voluntary sector, interest groups and communities, Area Action Partnerships, Town/Parish Councils, Neighbourhood Forums and statutory consultees / prescribed bodies as defined by the Government.

Screening

Is there any actual or potential negative or positive impact on the following protected characteristics?

Protected Characteristic	Negative Impact Indicate: Y = Yes, N = No, ? = unsure	Positive Impact Indicate: Y = Yes, N = No, ? = unsure
Age	N	Y (younger and older workers)
Disability	N	Y
Marriage and civil partnership (workplace only)	N	Y
Pregnancy and maternity	N	Y
Race (ethnicity)	N	Y
Religion or Belief	N	Y

Sex (gender)	N	Y
Sexual orientation	N	Y
Transgender	N	Y

Please provide **brief** details of any potential to cause adverse impact. Record full details and analysis in the following section of this assessment.

Negative impact is not anticipated as the IES sets out a framework for an inclusive economy.

How will this policy/proposal/practice promote our commitment to our legal responsibilities under the public sector equality duty to:

- eliminate discrimination, harassment and victimisation,
- advance equality of opportunity, and
- foster good relations between people from different groups?

The IES is a strategy of our county, not of one organisation, and has been codeveloped in partnership. It takes a holistic view of what the economy needs so that all people and places can contribute to and benefit from growth and the county's success, whilst having a positive impact on the planet. This will help to address discrimination and advance equality of opportunity for all. Our first County Durham Inclusive Economic Strategy has been developed by the County Durham Economic Partnership with residents, businesses, anchor institutions, and the voluntary and community sector, which will foster good relations between people from different groups.

There are potential positive impacts across the protected characteristics especially in terms of age (younger and older people), disability, race/ethnicity (GRT communities) and sex (both male and female). Engagement and assessment of equality impact is very much locality specific depending on the scale of development.

Evidence

What evidence do you have to support your findings?

Please **outline** your data sets and/or proposed evidence sources, highlight any gaps and say whether or not you propose to carry out consultation. Record greater detail and analysis in the following section of this assessment.

There is national, regional and local evidence available which shows that people with certain protected characteristics can face multiple barriers in employment, health, access to services and information, participation in decision making and in consultation. Census 2011, data available on the ONS platform, data from Durham Insights, evidence from the Children and Young People's services Annual Reports, from the DfE, and a report by the Albert Kennedy Trust have been used in section two of this assessment.

This also links to the [Durham Insight](#) portal and uses data from the Office for National Statistics and other Government sources.

<https://democracy.durham.gov.uk/documents/s104486/Outcomes%20Report%20Education.pdf>

<https://democracy.durham.gov.uk/documents/s120686/OSC%20-%20outcomes%20report.pdf>

<http://www.durham.gov.uk/article/2389/2011-Census>

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/september2022>

In addition, evidence has been collected as part of the three stage process to develop the IES

- (a) Economic Review: Core evidence base
- (b) Economic Statement: A short document to inform the conversations on the new strategy; and
- (c) Conversation and Strategy Development: A broad conversation with stakeholders and partners which will be used to develop a draft strategy.

Consultation update

The journey and partnership working to build the strategy have been as important as the final document. The Big Econ-versation was undertaken between 31 January and 22 April 2022 and was widely promoted including through press releases, social media, case studies, a radio advert for Smooth NE, bus panels and digital media. There were also 86 events held and attended by over 1500 people which identified key issues to be tackled and suggested some actions to address them. A total of 1455 surveys completed including from 918 residents, 94 businesses and 443 young people were also received.

Feedback received during the Econ-versation was sense checked in a number of workshops held in July and following preparation of a draft a round of targeted engagement was also undertaken in September.

The IES is firmly rooted in the Econ-versation that developed a new approach to engaging with our communities and stakeholders. This has provided a detailed understanding of the aspirations and priorities of our residents, partners and businesses and the barriers to creating economic growth that is inclusive for all. The new approach to engagement has also allowed us to re-energise relationships

with partners such as CPI, the University and the Further Education colleges, alongside the County Durham Economic Partnership who have been integral in developing the IES. More importantly, these partnerships are committed to being the key driving forces in delivering the future vision.

Screening Summary

On the basis of this screening is there:	Confirm which refers (Y/N)
Evidence of actual or potential impact on some/all of the protected characteristics which will proceed to full assessment?	Y
No evidence of actual or potential impact on some/all of the protected characteristics?	

Sign Off

Lead officer sign off: Andy Kerr, Head of Economic Development	Date: 21 Nov 2022
Service equality representative sign off: M Gallagher, E&D Team Leader	Date: 17 Nov 2022

If carrying out a full assessment please proceed to section two.

If not proceeding to full assessment please return completed screenings to your service equality representative and forward a copy to equalities@durham.gov.uk

If you are unsure of potential impact please contact the corporate research and equalities team for further advice at equalities@durham.gov.uk

Section Two: Data analysis and assessment of impact

Please provide details on impacts for people with different protected characteristics relevant to your screening findings. You need to decide if there is or likely to be a differential impact for some. Highlight the positives e.g. benefits for certain groups, advancing equality, as well as the negatives e.g. barriers for and/or exclusion of particular groups. Record the evidence you have used to support or explain your conclusions. Devise and record mitigating actions where necessary.

Protected Characteristic: Age		
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?
<p>The IES will raise skills levels for residents in County Durham, linked to what employers need. This will include for young people (aged 18-24) and older persons aged 50 and above.</p> <p>Support in-work progression and upskilling and reskilling to enable people to earn more and potentially increase productivity. This includes older persons wanting to re-train or upskill.</p> <p>Overcome barriers to work for young people who lack work experience.</p> <p>Improve health and wellbeing, health outcomes and barriers to economic participation so that people live healthier for longer. Older persons will live healthier lives for longer.</p> <p>Create vibrant and diverse town and local centres, engaging communities in post Covid 19 context, which has had a specific impact on older people who were most vulnerable to Covid and</p>	<p>The main source of data is the Claimant Count, which reflects the take-up of unemployment support such as Universal Credit. This is showing that at parliamentary constituency-level, most places in the county have high levels of claimants in the 18-24 year old age cohort. In comparison, older age groups have levels of take-up that are more consistent with regional and national averages and have seen a smaller increase during the Covid-19 crisis.</p> <p>The Phase 1 Census Data (2021) estimates that the population of County Durham now stands at 522,100. ONS (2020) predicts that the county's population will continue to grow over the coming years, increasing by 3.7% by 2028 and by 6.6% overall by 2043.</p> <p>The 2020 mid-year population estimates for County Durham shows that the population of those 65+ is 20.9%, and 41.5% for those 50+, this is higher than the Northeast percentage of 20.1% and 40.5% and the percentage of</p>	

<p>impacted health wise and isolation wise.</p> <p>Improve physical connectivity, such as public transport, which will benefit older persons and young people who are more likely to rely on public transport.</p> <p>Enhance digital infrastructure and connectivity. Faster more reliable broadband is essential for all residents but will have a positive impact on young people who will be able to have access to online learning, working and connection to communities, help and support.</p>	<p>the population in England 65+ of 18.5% and 37.8%. The mid-year population estimates for County Durham shows that the population of those aged 18-24 years olds is 9.4%. This higher than the Northeast percentage of 8.9% and England percentage of 8.3%.</p> <p>The Big Econ-versation involved engagement with the County Durham community through surveys, including a young person's survey, events with AAP's and Community Champions and Primary schools and focus groups with colleges and recipients of support from Durham Works. The Conversation yielded 443 Young person's surveys and 993 general surveys of which the majority of respondents were aged 50+.</p> <p>Based on this consultation feedback the IES has established that one of the priorities are targeting cohorts with specific and often intergenerational barriers to employment and linking them to employment opportunities in the county such as young people and older persons 50+, for instance by exploring initiatives such as an intermediate labour market (specially created jobs) and ringfencing. This includes the priorities of:</p> <ol style="list-style-type: none"> 1. Raising skills levels, including higher and green skills, linked to what employers need 2. Overcome barriers into employment, including work readiness, skills, careers 	
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	<p>advice and guidance, and poor health.</p> <p>Feedback from this engagement has also informed the priority to improve physical connectivity, including sustainable transport, which younger people and older persons would benefit from, and including in rural areas, to schools, colleges, services and leisure facilities, also more flexible access to transport to enable employment that is more suitable for them and so increase employment options and options for accessing education.</p>	
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Protected Characteristic: Disability		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>Raise skills levels, linked to what employers need, including people with disabilities.</p> <p>Overcome barriers to employment, giving support to residents who require support to access opportunities. This is relevant to people with disabilities who face added barriers to employment and in County Durham where Long-term sick numbers are high.</p> <p>Improve health and well being outcomes to reduce inequalities and barriers to economic participation, this includes those economically</p>	<p>County Durham has a higher percentage of people with long term health issues and disabled people than the Northeast average, representing nearly a quarter of the overall population.</p> <p>County Durham has a percentage of working age (16-64) people classed as having a limiting long-term illness or disability (LLTI) of 23.6%. This is higher than the overall figures for the North East, at 21.6%, and England and Wales, at 17.9%. (ONS 2011 Census (NOMIS extract)). The ONS 2022-09 reported the County Durham disabled employment rate is 45.7% compared to the</p>	

<p>inactive due to long-term sickness, and people with mental health issues as well as physical health issues.</p> <p>Improve physical connectivity, including sustainable transport, which people with disabilities would benefit from via accessible transport, also more flexible access to transport to enable employment that is more suitable for them and so increase employment options.</p> <p>Enhance digital infrastructure and connectivity. Faster more reliable broadband is essential for all residents but will have a positive impact on people with disabilities who will be able to have access to online learning, working and connection to communities, help and support.</p> <p>Bringing jobs closer to our local communities by developing innovative approaches to repurpose vacant retail units into flexible space for start-ups, small businesses and entrepreneurs</p>	<p>general employment rate for County Durham of 72.4%.</p> <p>The Big Econ-versation involved engagement with the County Durham community through surveys, events with AAP's and Community Champions and focus groups with DurhamEnable. The Conversation yielded 993 general surveys of which 20% identified as disabled. A quarter of the disabled respondents worked fulltime compared to over half of non-disabled respondents.</p> <p>Based on this consultation feedback the IES has established that one of the priorities are targeting cohorts with specific and often intergenerational barriers to employment and linking them to employment opportunities in the county such as people with physical and mental disabilities, for instance by exploring initiatives such as an intermediate labour market (specially created jobs) and ringfencing. This includes the priorities of:</p> <ol style="list-style-type: none"> 1. Raising skills levels, including higher and green skills, linked to what employers need 2. Overcome barriers into employment, including work readiness, skills, careers advice and guidance, and poor health. <p>Feedback from this engagement has also informed the priority to improve physical connectivity, including sustainable</p>	
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	transport, which people with disabilities would benefit from, and including in rural areas, to access schools, colleges, services and leisure facilities, also more flexible access to transport to enable employment that is more suitable for them and so increase employment options and options for accessing education.	
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Protected Characteristic: Marriage and civil partnership (workplace only)		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
N/A		

Protected Characteristic: Pregnancy and maternity		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
N/A		

Protected Characteristic: Race (ethnicity)		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
Transport rural areas. Improve physical connectivity, including sustainable transport, which people from Gypsy Roma Traveller communities would benefit from in rural areas, to services and leisure facilities, also more flexible access to transport to enable employment that is more suitable for them and so	County Durham has the second highest number of social pitches for the GRT community of all English authorities and over a third of all GRT pitches in the North East. Higher-level skills will increasingly be required to retain businesses in the county, in particular to support	

<p>increase employment options and options for accessing education.</p> <p>The IES priorities will have a positive impact on the GRT community through:</p> <p>Raising skills levels, including higher and green skills, linked to what employers need.</p> <ul style="list-style-type: none"> Ensuring that the skills system responds to residents with lower skills levels and communities furthest from the labour market <p>Overcome barriers into employment, including work readiness, skills, careers advice and guidance, and poor health</p> <ul style="list-style-type: none"> Some residents require support to access employment opportunities – this requires a holistic response that may go beyond traditional employment support to address barriers such as poverty. This will enable more residents to become economically active. 	<p>the opportunity sectors and innovative businesses.</p> <p>Despite high attainment at school age, County Durham has challenges around skills levels – 32.4% have NVQ Level 4+ compared to 43.1% national average.¹ Lower skills levels, a lack of work readiness, careers advice and guidance, and disabilities or learning difficulties create barriers to employment, and some groups may face more significant barriers, such as Gypsy, Roma, and Traveller communities.</p> <p>Groups furthest from the labour market, either demographic e.g., Gypsy, Roma and Traveller communities, or socio-economic e.g., young people or older residents not in work, residents with low skills levels, residents with disabilities / learning difficulties.</p> <p>The Big Econ-versation involved engagement with the GRT wardens' groups Based on this engagement feedback the IES has established that one of the priorities are targeting cohorts with specific and often intergenerational barriers to employment and linking them to employment opportunities in the county such as the GRT community, for instance by exploring initiatives such as an intermediate labour market (specially created jobs) and ringfencing. This includes the priorities of:</p>	
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¹ ONS Annual Population Survey (2021)

	<p>1. Raising skills levels, including higher and green skills, linked to what employers need</p> <p>2. Overcome barriers into employment, including work readiness, skills, careers advice and guidance, and poor health.</p> <p>Feedback from the engagement with this group has also informed the priority to improve physical connectivity, including sustainable transport, which people from Gypsy Roma Traveller communities would benefit from in rural areas, to services and leisure facilities, also more flexible access to transport to enable employment that is more suitable for them and so increase employment options and options for accessing education.</p>	
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Protected Characteristic: Religion or belief		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
N/A		

Protected Characteristic: Sex (gender)		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>The IES has a range of priorities that will have a specifically positive impact on female. These include:</p> <p>Raising skills levels, including higher and</p>	<p>The ONS 2022-09 reports that females make up 50.8% of the County's population. In 2022-09 the ONS reported that the female claimant count is lower than males, however females in County Durham</p>	

<p>green skills, linked to what employers need.</p> <p>This will have a positive impact for females in sectors that has under-representation of this cohort, such as STEM and engineering. Also, for females returning to education or work to continue their qualifications and occupations.</p> <p>This will also have a positive impact on males so that their skills can be better aligned with employment and opportunities for education and qualifications to increase their opportunities for employment in County Durham.</p> <p>Overcome barriers into employment, including work readiness, skills, careers advice and guidance, and poor health</p> <p>This will have a positive impact on females who are more likely to face barriers to work such as childcare or caring responsibilities, lack of work experience as females are less likely to work full time or returning from a break from paid employment due to caring responsibilities.</p> <p>This will have a positive impact on males whose healthy life expectancy is lower than females.</p> <p>Support in-work progression and upskilling</p>	<p>have a lower rate of economic activity, lower employment rate and rate of fulltime employment than men. Females have a higher rate of part-time employment than men.</p> <p>The ONS 2021 reported that female's average weekly earnings are lower than males. Furthermore, females fulltime average weekly earnings, and part-time weekly earnings are also comparably lower than males.</p> <p>The DfE reports that the KS4 Attainment 8 rate for boys in County Durham was 42.2% compared to girls Attainment 8 rate of 47.9% with white British males significantly underperforming nationally.</p> <p>The Big Econ-versation involved engagement with County Durham Residents including general surveys and young people's surveys. 63% of respondents for the general survey identified as female, 49% of respondents for the young person's survey identified as female.</p> <p>Engagement from the Big Econ-versation helped inform the IES priorities that targeted certain cohorts such as women and cohorts of men in its priorities outlined in the impact column.</p>	
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<p>This will have a positive impact on females as they are highly represented in the health and social care sector.</p> <p>This could have a positive impact on males as different opportunities for upskilling and progression will be promoted in sectors where they are under-represented, such as the care sector.</p> <p>Improve physical connectivity between places in the county, including public transport and active travel</p> <p>Transport improvements are vital for business trade and for people to get to work, particularly for shift workers, those on low wages, young people, and people & businesses in rural areas. It is important that this is inclusive, creating a multi-hub county which is accessible to all. This will have appositive impact on females who are more likely to have lower average weekly earnings than males.</p>		
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Protected Characteristic: Sexual orientation		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
N/A		

Protected Characteristic: Transgender		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

N/A		
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Section Three: Conclusion and Review

Summary

Please provide a brief summary of your findings stating the main impacts, both positive and negative, across the protected characteristics.

The IES is intended to support everyone in the county but there is evidence that certain groups such as older persons, young people, disabled persons, GRT community, women and cohorts of males may be more positively impacted than other groups to ensure inequalities are addressed and enable an inclusive economy

It focuses on inclusive economic growth and aligns with existing strategies and plans in place across the county, including council documents such as the County Durham Plan, Climate Emergency Response Plan, Digital Strategy, Poverty Action Plan and UK Shared Prosperity Fund Investment Plan, plus regional strategies from the North East LEP.

To ensure that the benefits of growth are shared fairly amongst our people and places. There are inequalities across our county, for example in health, education, connectivity, skills and employment. This Strategy will focus on barriers that residents face to employment, from skills to transport to health, addressing the inequality experienced between and within some of our places. The Strategy will focus on the city, towns, rural, and coast for attracting investment and creating better jobs in all parts of the county. We will identify place-based and socio-economic 'Inclusive Economy Cohorts' as part of the Delivery Plan, to ensure that we maximise the impact of the strategy and its actions effectively to target the people and places that need them the most.

The Strategy also includes a simple ambition: more and better jobs in an inclusive, green economy. To achieve this the IES sets a framework for an inclusive economy, focusing on People, Productivity, Places, Promotion and Planet:

- People - Delivering our ambition for more and better jobs in an inclusive, green economy by enabling residents to access economic opportunities and excel in business and their careers will particularly benefit young people who lack relevant skill, qualification and experience, older persons returning to work or wanting to retrain, GRT community who are a group far from the labour market, disabled persons who are less likely to work full time than non-disabled persons, women who are more likely to be economically inactive and in part-time employment and male who have a higher claimant count than females in County Durham and white British Male who underperform at attainment 8 KS4 rates nationally.

- Productivity - Delivering our ambition for more and better jobs in an inclusive, green economy by supporting local wealth creation and retention, which will have a positive impact on the protected characteristics above.
- Places - Delivering our ambition for more and better jobs by developing places and infrastructure so that people and businesses thrive, creating an inclusive, green economy. This will have a positive impact on all resident who use sustainable transport but particularly young people, older persons who are more likely to rely on public transport, disabled persons who rely on sustainable transport and, GRT communities who require public transport to access employment and service particularly in rural areas. Digital infrastructure as a priority will also have a particularly positive impact on these cohorts as it will enable them to access skills and education support, employment support, access to jobs and access to services that may otherwise not have access to as easily without this digital infrastructure.

Will this promote positive relationships between different communities? If so how?

The IES vision for County Durham's future is to have a sustainable, inclusive economy with a diverse range of jobs to meet all skill levels, with targeted training and learning programmes tailored to our employment specialisms and needs of business. We can only achieve this vision by working together with our partners and anchor institutions and in collaboration with our communities.

This is particularly important in the current circumstances, with cost of living and doing business rising for all. This strategy has been developed alongside the Poverty Action Plan, an important plan to work together with communities so fewer people will be affected by poverty and deprivation in the county. At the same time as responding on the immediate challenges in front of us, we are focused on building a stronger County Durham, one where everyone reaches their potential, and we have a future focused economy.

To make the Inclusive Economic Strategy a reality we will require new ways of working, collaboration and funding from us all as partners. The IES will work across and within communities to ensure that the benefits of growth are shared fairly amongst our people and places. There are inequalities across our county, for example in health, education, connectivity, skills and employment. This strategy will focus on barriers that residents face to employment, from skills to transport to health, addressing the inequality experienced between and within some of our places. The strategy will focus on the city, towns, rural, and coast for attracting investment and creating better jobs in all parts of the county. We will identify place-based and socio-economic 'Inclusive Economy Cohorts' as part of the Delivery Plan, to ensure that we maximise the impact of the strategy and its actions effectively to target the people and places that need them the most.

Our next steps are to develop a detailed Delivery Plan and monitoring framework to deliver against our Strategy. We will look to engage partners, residents and communities, including Community Champions and Area Action Partnerships, in decision-making and the coproduction of relevant actions and initiatives. We will be monitoring the equality data to ensure that we are reaching the different

Protected Characteristics as far as possible and anything specific we will do to engage different groups.

The use of a Delivery Plan approach throughout the vision period will enable regular reviews to respond to economic changes; allow priorities to be reassessed and recalibrated by future administrations; and actions to be refined based on whether outcomes are being achieved. This will ensure the IES remains a relevant and live document throughout its lifespan.

Action Plan

Action	Responsibility	Timescales for implementation	In which plan will the action appear?
Take the IES to Cabinet and the County Durham Economic Partnership for approval	DCC	Short-Term	
Develop a Delivery Plan to deliver the IES	Partnership	Medium-term	

Review

Are there any additional assessments that need to be undertaken? (Y/N)	Y
When will this assessment be reviewed? Please also insert this date at the front of the template	TBC

Sign Off

Lead officer sign off: A Kerr, Head of Economic Development	Date: 21 Nov 2022
Service equality representative sign off: M Gallagher, E&D Team Leader	Date: 17 November 2022

Please return the completed form to your service equality representative and forward a copy to equalities@durham.gov.uk