

Diversity Monitoring Feedback

Delegates to the Annual Assembly kindly completed a **voluntary diversity monitoring form**, which will help Shropshire Council organisers to better gauge the range of participants. It will also assist where needed in any improvements to arrangements for future events organised not only with the sector but also with other sectors and groupings within the wider community. This is the second year for which diversity data has been collected, and as with 2015 it will go into the annual Service User Diversity Report published by the Council. Some minor amendments were made to the form in the light of comments made in 2015, mainly to expand the section on Religion or Belief, and to add a request for full postcode. The Council is very grateful for this feedback and for any further comments and feedback that people may wish to make.

35 delegates completed the form this year, which is almost exactly double that of 2015. Once again, the main **age** group responding were aged 50-64, with 20 delegates. There were also 6 delegates responding aged 65 to 79, compared with none last year, and the remaining nine spread across the age categories from 20 through to age 49.

On the **disability** categories, 12 of the 18 who responded in 2015 said they had no disabilities, two said they did, and four did not answer. This time, 24 of the 35 said they had no disability, four said they did, and seven did not answer. On **gender**, 16 of the 18 responding in 2015 said they were female, one was male, and one preferred not to say. This time, the balance has improved, with 24 of the 35 female, and 10 male, and one that did not answer.

On **religion or belief**, 8 of 18 respondents gave a description in 2015, 5 of whom said they were Christian, two said they were Agnostic and one recorded themselves as Humanist. Two people preferred not to say; four indicated "none", two said it was not applicable, which may or may not mean the same thing, and two did not answer. This time, the responses were as follows: 10 gave a description, 8 of which said they were of a Christian denomination, one recorded themselves as atheist and one recorded themselves as pagan. 17 recorded a description of "none", two preferred not to say, and six did not answer. This suggests that the majority are secular, requiring no adjustments such as dietary considerations to aid participation on the day, and that there are now sufficient descriptor boxes to enable non-intrusive completion.

On **ethnicity**, four respondents did not answer, but the other respondents felt able to record a category, with no one saying that they preferred not to say. The majority of the people who responded, as in 2015, described themselves as being in a White category, with two describing themselves as English and one as Welsh. The total was 30, with a further delegate describing themselves as Black British and four who elected not to answer.

For the first time, information was sought from delegates about their **postcodes**, in order to see the geographical spread of delegates and also to help gauge if this was in any way indicative of the rural geography and large area covered by Shropshire as a potential inhibiting factor to would-be delegates in accessing such events. Two people said they lived outside the area; eight did not respond; five gave a partial postcode, which given the large areas covered by single postcodes in Shropshire is unfortunately of limited value; and 20 were kind enough to supply full postcodes.

Finally, one respondent suggested an additional recording category for sexual orientation. It is perhaps worth noting here that the rationale has been to focus on requests for equality data that will help people to access and participate in public events, and as a person's sexual orientation was not felt to be an inhibiting factor in accessing and participating in such events, the decision was taken not to request such data. We will keep this and all existing equality and diversity recording categories under review pending any further feedback, and must once again thank people for their input.