

Tameside Equalities Annual Review

2024/25
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Foreword



Councillor **Tafheen Sharif**
First Deputy (Population
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Tameside is at its strongest when every voice is heard and every community feels seen, valued, and supported. This annual review of our Equalities Strategy 2023–2027 reflects not just a set of commitments, but our shared determination to create a fairer borough for all. Our mission is clear, to ensure our services work for the people who depend on them, to stand alongside our communities and workforce, and to challenge and reduce inequalities wherever they exist.

This year we have seen some encouraging progress including the launch of our corporate Equalities Board and the growth of our staff networks, which really reflect our dedication to driving equality and inclusion in everything we do. In addition, we've been fortunate to be able to hear from so many residents across our nine towns through our Cabinet in the Community events, so thank you to everyone who took the time to help influence our Borough Plan.

Although good progress has been made this year, we cannot afford to be complacent which is why we'll be starting work to review our equality objectives and launch a new Strategy in the coming months.

What continues to inspire me is the spirit of Tameside. Our willingness to support one another, to embrace our diversity, and to build communities where everyone can belong. I remain committed to working with you to shape services that are inclusive, responsive, and rooted in real experiences across our borough. Together, we can continue to create a Tameside where every person feels accepted and able to thrive. I look forward with hope and confidence to what we will accomplish in the year ahead.

Context

Launched in 2023 Tameside's Equalities Strategy sets out the Council's commitment to protecting and supporting the equality of our staff and residents. It formalises the ways we're going to deliver a more equal and inclusive borough through six Equality Objectives.

Alongside our Equalities Strategy, the Council produced an Equalities Action Plan which sets out the clear actions we're taking to meet our goals, set out under the following Equality Objectives:

Continuous Effective Monitoring

Enhance our ongoing systematic approach to monitoring performance in terms of equalities and local community profiles, enabling transparency, accountability, and rigour in the tracking of equalities.

Embedding Equalities in Service Change

Embed equalities in service changes, strategy, and policy development, and decision-making processes across the organisation through robust and rigorous Equality Analysis and Impact Assessments.

Cultivate Seldom-Heard Voices in Engagement

Expand our engagement and consultation approaches to increase the involvement of seldom-heard groups, and tailor these where appropriate, to ensure that their perspectives and experiences are central in the development of Council strategies, policies, and services.

Addressing Barriers to Information and Services

Address and alleviate barriers to accessing information and services that protected groups encounter.

An Accepting Organisational Culture

Instil an organisational culture and practice of acceptance of different staff needs and requirements to ensure that all staff, particularly those from protected groups, feel valued.

Celebrating Diversity

Promote and celebrate the value of diversity in Tameside, so that as an anchor institution, the Council can be a positive exemplar to the broader community.

The Council publishes annual updates showing the progress we've made towards our goals and celebrate the positive outcomes that have come in the past year.

Our Action Plan

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 states that we must publish specific and measurable equality objectives every four years. Tameside's Equalities Strategy 2023-2027 was developed to meet this obligation, alongside an Action Plan to detail the steps we'll be taking to promote equality both within the Council and across the borough. Both documents are structured around our six Equality Objectives:

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Continuous Effective Monitoring

- A1:** Develop an equalities dashboard to present relevant data in a usable and trackable format
- A2:** Obtain an understanding of how services monitor equalities and improve monitoring where appropriate
- A3:** Embed equalities into the Council's procurement processes

Embedding Equalities in Service Change

- B1:** Conduct an internal review of Equality Analysis processes to develop an understanding of how Equality Analysis is embedded across directorates and services
- B2:** Review and update the Council's standardised processes of completing Equalities Impact Assessments
- B3:** Review the extra protected groups included in Equalities Impact Assessments beyond those prescribed in the Equality Act 2010
- B4:** Update training and best practice guidance on equalities, including the completion of Equalities Impact Assessments
- B5:** Develop mechanisms to improve accessibility to and evaluate the completion of Equalities Impact Assessments
- B6:** Develop processes of Cumulative Equality Analysis to determine the cumulative impact of service changes and policy development on particular demographic groups

Cultivate Seldom-Heard Voices in Engagement

- C1:** Develop a concrete plan of reaching out to seldom-heard groups
- C2:** Review relationships with VSCE organisations who work with and support seldom-heard groups
- C3:** Produce a tailored engagement offer for seldom-heard groups on key pieces of engagement

Addressing Barriers to Information and Services

- D1:** Review current corporate communications offer to determine if it is inclusive and is tailored to different groups, and establish corporate standards incorporating improvements where identified
- D2:** Promote the Council website's accessibility functions – translations (including audio translations), colour formatting, etc
- D3:** Review cultural training provisions for all staff in terms of engaging with customers, and address any gaps that are identified, to improve customer access and experience
- D4:** Review all Council physical spaces for the public to ensure accessibility for people with physical disabilities and visual/hearing impairments, as well as people who are neurodivergent and from an ethnic/cultural minority
- D5:** Review food offers at Council events to ensure inclusive food provision – Halal, Kosher, vegan, allergies, etc

An Accepting Organisational Culture

- E1:** Drive forward the establishment of staff network groups
- E2:** Develop inclusive staff policies for staff from different backgrounds
- E3:** Review EDI training already offered to staff to ensure staff inclusivity
- E4:** Establish a Staff Wellbeing Survey to monitor wellbeing in the workplace
- E5:** Review Council workspaces to ensure they are accessible and inclusive environments for all staff

Celebrating Diversity

F1: Develop a communications calendar to promote important dates for messaging pertaining to equality and diversity

F2: Develop programmes of activities for important calendar periods and events

F3: Achieve the LGA Equality Excellence Award through successful peer review

We believe that each of these top-level actions constitute a meaningful and deliverable step that can make a real difference and help us meet our Equality Objectives over the lifetime of the Strategy, and we've already made good progress on a number of these actions, including publishing our Tameside Equalities Monitor (A1), refreshing the Council's Equality Impact Assessment process (B1), and expanding the number of diverse communities covered by our work by adopting a number of "extra protected groups, on top of those provided under the Equality Act.

The nine protected characteristic groups under the Equality Act are: –

- Race / ethnicity
- Disability
- Religion & belief
- Sex
- Sex reassignment
- Pregnancy & maternity
- Age
- Marriage & civil partnership
- Sexual orientation

Additionally, in Tameside we have adopted the following further protected characteristics:

- Gender identity
- Carers
- Cared for Children and Care Leavers
- Ill Mental Health
- Neurodivergence
- Socio-Economic Disadvantage

Our Corporate Plan

In July 2025 a new [Corporate Plan](#) for Tameside was agreed at Council. The vision for Tameside we'll be working towards is "a place where everyone can achieve their hopes and ambitions". The plan sets out our four key priorities to deliver for the residents of the borough.

These are:

- Best Start in Life
- Opportunity to Learn and Earn
- Safe, Green & Supportive Communities
- Healthy and Active Lives

A fifth 'Foundation principle' underpins our four priorities by building a modern Council to support our residents and drive change.

The twelve-month plan marks a year of transition as we work diligently to redevelop our 2025-2030 plan along with developing a Borough Plan, in collaboration with key partners. The new corporate plan will set the context for council's approach to service development and delivery.

Greater Manchester Context:

Tameside's Corporate Plan nests within a wider regional and local framework. It has relevance to, and aligns with, regional work such as the [Greater Manchester Strategy - Greater Manchester Strategy](#) | Greater Manchester Strategy; the [Greater Manchester Integrated Care Partnership Strategy 2023-28](#) ICP Strategy | Greater Manchester Integrated Care Partnership; and the Greater Manchester Standing Together Police and Crime Plan 2022-25 Standing Together Our plan for policing and safer and stronger communities in Greater Manchester 2024-2029 .

Tameside's Equalities Strategy also sits within the wider equalities landscape within Greater Manchester, benefitting from sight of the GMCA Equalities Panel quarterly updates and from links with the GMCA Tackling Inequalities Board, GM Equality Officers Forum and the Race Equality Framework.

Borough Plan Development:

Tameside and its nine towns are entering a period of exciting change and we are currently developing the Borough Plan to set the direction of travel and to guide our work towards improving the quality of life for everyone who lives here.

To ensure that our approach is the right one we have been engaging with residents and partners to help shape a Plan for the next five years and ensure that we are meeting the needs of Tameside residents.

To inform the development of the strategy, discussions are taking place with:

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- Tameside Youth Council
- Homelessness Forum
- Children in Care Council
- Tameside Outloud LGBT Youth Group
- Family Hubs
- Communications Network
- Autism Network
- Learning Disability Board
- Tameside Equalities Together
- Partnership Engagement Network

And many other individuals and groups



**Population
2024
239,643**

19.5%

under 16

62.9%

16-64

17.6%

65+

49.2%

male

50.8%

female

**10-year
age groups
2024**

11.7%

0-9

12.6%

10-19

11.5%

20-29

14.7%

30-39

12.5%

40-49

13.3%

50-59

11.2%

60-69

8.3%

70-79

3.7%

80-89

0.6%

90+

Disability 2021



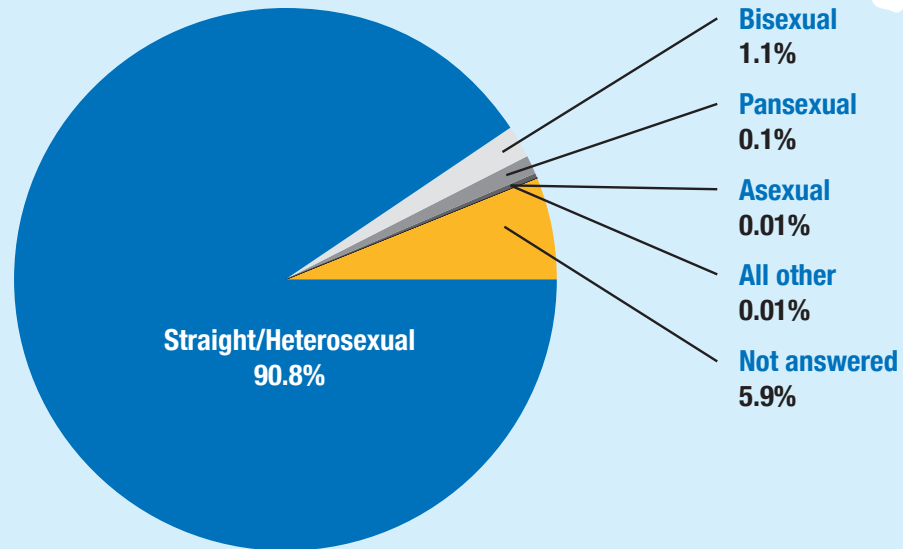
day-to-day activities limited either a little or a lot compared to 17.3% across England

Health 2021

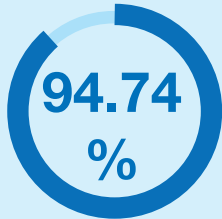


bad or very bad health

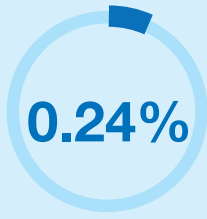
Sexual Orientation 2021



Gender 2021



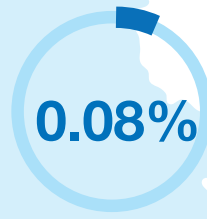
Cisgender



gender identity different from sex registered at birth but no specific identity given



Trans women



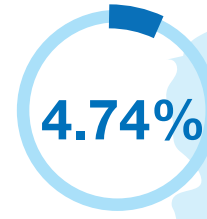
Trans men



non-binary

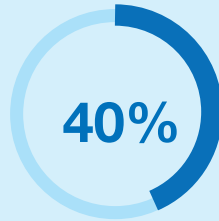


all other identities

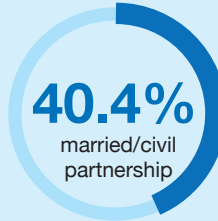


not answered

Relationships 2021



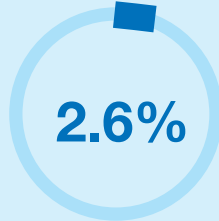
never married or in a civil partnership



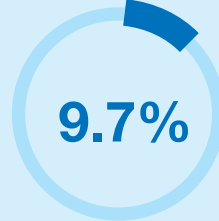
Opposite sex



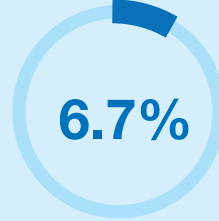
Same sex



Separated

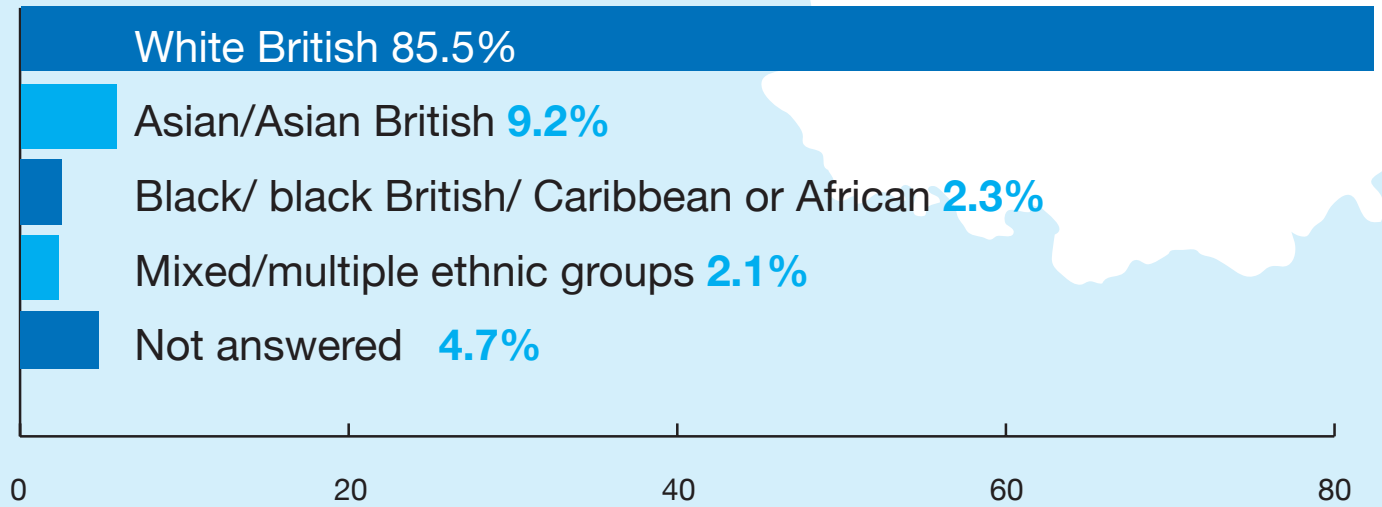


divorced/
dissolved civil
partnership



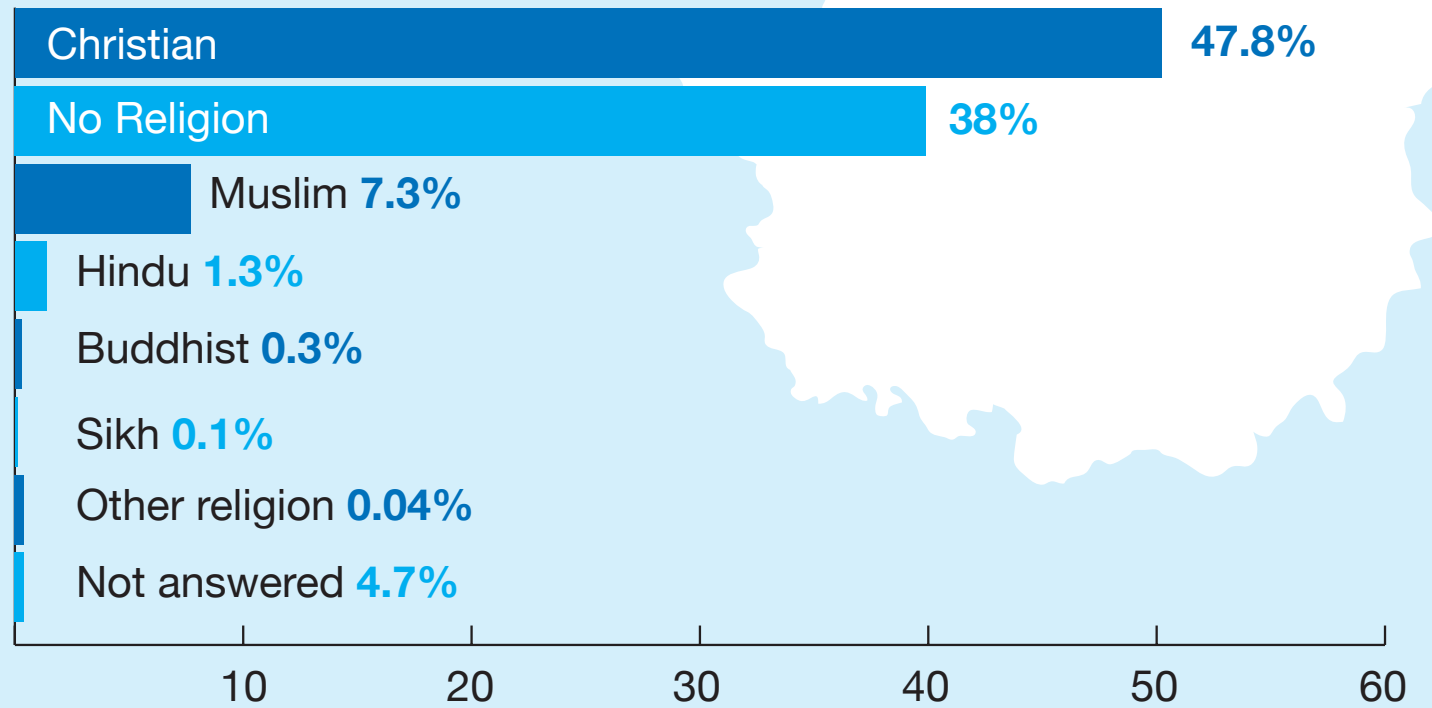
widowed

Ethnic Population 2021



Religion 2021

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**Unpaid
Care
2021**



of residents provide some unpaid care

**Sep 2025
Care
Leavers**



**Sep 2025
Children in
Care**



Progress against the plan:

Continuous Effective Monitoring: Enhance our ongoing systematic approach to monitoring performance in terms of equalities and local community profiles, enabling transparency, accountability, and rigour in the tracking of equalities.

Equalities Board

The Tameside Equalities Board has recently been established. The Board will ensure that there is an integrated, proactive approach to equality, diversity and inclusion that meets the Council's Public Sector Equality Duty, is informed by sector best practice and supports the achievement of the Council's values, behaviours and objectives.

Chaired by Executive Member Cllr Taf Sharif, who leads on health and equalities, the board includes directorate representatives and Equality, Diversity and Inclusion Staff Network chairs. Topics discussed included the Equality Strategy, our annual equality update and the importance and value of completing equality impact assessments (EIA) when making decisions.



Embedding Equalities in Service Change: Embed equalities in service changes, strategy, and policy development, and decision-making processes across the organisation through robust and rigorous Equality Analysis and Impact Assessments.[TH5.1]

Tameside partners with RNIB to improve street design for blind and partially sighted residents

A new partnership is helping to shape more inclusive streets and public spaces across the borough, with councillors and officers working alongside the Royal National Institute of Blind People (RNIB) to better understand the needs of blind and partially sighted residents. On Tuesday 7 October, council staff took part in a street audit with RNIB, walking a route through Ashton town centre and surrounding pedestrianised areas. The walk focused on key transport hubs, crossings, and busy highways, offering a mix of best practice examples and legacy infrastructure in need of improvement.



Celebrating Ridge Hill's Ageing in Place Pathfinder

Residents of Ridge Hill in Stalybridge celebrated the success of a community-led initiative with an event looking back on the last three years. The Ageing in Place Pathfinder programme empowered older residents to shape the future of their neighbourhood — creating meaningful and lasting change for older people in the area. Our Population Health Service worked in partnership with residents, Jigsaw Support, Action Together, and other partners to co-produce solutions that support ageing well in place. The project has achieved some incredible milestones including planting over 147 memorial trees, creating edible walkways and producing over 50 jars of honey from community-run hives. They have also delivered digital inclusion training in partnership with PC Refurb, helping older residents stay connected and co-created a community song with Tameside Music Service, celebrating Ridge Hill's identity.



Launch of the Adults Equality Strategy

To further embed equalities across their directorate, Adults have recently launched their service specific Equality Strategy and rolled out several awareness sessions to support staff to gain a better appreciation of principles relating to equality, the demographics of the borough and what can be done to tailor service delivery to meet the needs of our residents.

Equalities Training

To raise awareness about our legal duties, the Policy Team have developed a video and have been delivering training on Equality Impact Assessments to staff across the council, highlighting the importance of considering the potential impacts of decisions upon people with protected characteristics. Additionally, the workforce and development team will be developing EDI training for managers across the organisation to strengthen our corporate approach to equalities.



Cultivate Seldom-Heard Voices in Engagement:

Expand our engagement and consultation approaches to increase the involvement of seldom-heard groups, and tailor these where appropriate, to ensure that their perspectives and experiences are central in the development of Council strategies, policies, and services.

The Big Chat

Adults with learning disabilities and/or who are Autistic, their parents and carers took part in the Big Chat! This was an opportunity to enable people to have their say on local support, browse a range of information stalls and fun activities. At the event people connected with others through fun activities including swimming, a pony patch, a session with Tameside Music Service, crafts, dancing, yoga, tai-chi, and bowling. A range of local support services were also on hand.

Cabinet in the Community

Our Cabinet in the Community meetings, taking place across all nine towns have seen a brilliant turnout from residents, with over 60 people attending the Ashton session alone. Across all sessions there were lots of productive around the table conversations, where residents were able to meet executive members – who make decisions on behalf of the council – ask questions and voice their views on what they want to see in their towns. Thank you to all those who took part.

Amplifying Black Voices

Tameside Council are proud to be supporting inclusive storytelling this Black History Month by helping to amplify Black voices across Greater Manchester. On Monday 16 September TMBC teamed up with the Caribbean and African Health Network (CAHN) and the Greater Manchester Combined Authority (GMCA) for a free online event exploring representation, advocacy and impactful communications. The session offered a first look at the Manchester Black Leaders' Social Media Toolkit, access to the region's Black History Month Events Directory, and insight into the legacy of the 5th Pan-African Congress.

Cuppa and Chat with Parents and Carers

This is an open forum for parents/carers, Tameside SEND staff, and local area partnership representatives. It's an opportunity to discuss parents' experiences and concerns regarding SEND services, to help shape more effective and beneficial services

Community grants success for east Tameside

Eight groups received sums of up to £2,000 at the Community Safety grants events which took place at Old Chapel, Dukinfield. It covered our east neighbourhood – Dukinfield, Stalybridge and Mossley – and as always the funding decisions were made by members of the public who listened to presentations before voting. The winners were: Dukinfield: 2nd Dukinfield Scouts and Patient Network Group Dukinfield. Stalybridge: Empowered to Thrive, The Power of Resilience, Great Live Adventures. Mossley: Friends of the Vale, Mossley Monday Club, Andrew Street Pond Association.

To qualify for funding, projects had to be based around one or more of three themes: Activities that reduce harmful behaviour, improving environmental resilience and challenges, and empowering communities to transform lives.

Many thanks to everyone who attended, and to all the groups that give their time so freely to make Tameside a better place to live. The presentations were inspirational with the everyone showing real passion. Lifeline Community Ambulance also deserve thanks for providing first aid services.



Addressing Barriers to Information and Services: Address and alleviate barriers to accessing information and services that protected groups encounter.

Children's and Young People's Mental Health Event

Services from the Council, as well as our partners from the NHS and third sector came together to deliver the Children and Young People's Mental Health Event in August. Our fabulous teams were there to provide information on employment and careers advice, financial support, community safety as well as guidance and advice from our Educational Psychology, Sexual Health and Libraries teams.

Translation and Interpretation Service

Dals (previously DA Languages) is the council's commissioned provider for translation and interpretation services, helping us support and communicate effectively with all residents. Services available includes, face-to-face interpreting, telephone interpreting, video interpreting and document translation. Training sessions have been running for staff to help us to ensure we can make effective use of translation services.

The Wardrobe Project

The Wardrobe project is a sustainable clothing project to support our Care Leavers age 16-25.



Providing extra SEND school spaces in Tameside

As part of our improvement work, 133 new SEND school places across have been delivered in Tameside for September 2025. This is a £1.5 million investment and means that more young people with special educational needs and disabilities will have access to the right support, closer to home, in environments where they can truly thrive. This is more than just numbers—it's about creating brighter futures and making a real difference for families who rely on us.



Our domestic abuse campaign work showcased by BBC

In May we launched our Open Up domestic abuse campaign, highlighting support for male victims. The campaign has gathered huge momentum – having been [highlighted by the BBC](#) and [national press](#). You can watch the BBC North West Tonight item on the campaign here at 12:18 – it includes an interview with a [police officer from Tameside who endured years of abuse](#) by his ex partner as well as an interview with our Executive member for Public Health Cllr Taf Sharif at Dukinfield Town Hall. This is fantastic awareness raising, helping us reach local people with key messages about the support that's available for everyone while also showcasing our work regionally and nationally. Our public health and campaign work around domestic abuse is exemplary, with many of our Greater Manchester colleagues turning to us to learn more. Well done and thank you to our public health and communications team for this brilliant work that's making a difference for our communities.



Deaf Awareness Week Information Stalls

Our Deaf Team and Tameside's Audiology Team hosted information stalls during Deaf Awareness Week to raise awareness of the support available for people who have hearing loss. Well done to the team for working with Audiology to get information out into our communities and for raising awareness on what support is available for people to access.



An Accepting Organisational Culture Instil an organisational culture and practice of acceptance of different staff needs and requirements to ensure that all staff, particularly those from protected groups, feel valued.

REACH Staff Network Celebrates Black History Month

Race Equality and Cultural Heritage (REACH) Staff Network held a brilliant Bring and Share Event at Hyde Town Hall on 24th October to celebrate Black History Month. The theme for Black History Month UK 2025 was “Standing Firm in Power and Pride,” a powerful tribute to the resilience, strength, and unwavering commitment to progress that defines the Black community across the globe.



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Launch of the new Women's Network

The Women's Network for staff within Tameside Council has recently been launched. The women's network has been created to offer strong peer support, increase confidence and enable advocates, provide a space to discuss topics that are relevant, such as career progression, health and wellbeing, how to build your influence and managing work-life balance and to shape our organisational culture to become more inclusive in-line with our STRIVE values.



Launch of the YEN

In September, the Young Employee Network was launched to support colleagues who are aged 30 and under. The network offers staff aged 16-30 a safe and supportive place to connect, share experiences and pursue personal and professional development.

Our Employee Forum has officially launched!

This year we've seen the launch of the Employee Forum, a space to listen to employees from across the council.

LGBTQ+ Employee Network: Pride Event

Drop-in 6 June Our LGBTQ+ Employee Network hosted a Pride Event on 6 June at Tameside One between 11am and 3pm. The event was a celebration of our vibrant queer community, with the aim of bringing the workforce together to learn more about the services in our community that support LGBTQ+ people in Tameside.

Annual Staff Conference

In May, we launched our very first Annual Employee Conference and I'd like to thank everyone who attended and contributed to such a fantastic event. Across the four sessions, over 800 staff members came together to celebrate our accomplishments over the last year and reflect on the breadth and depth of the services we deliver as a council and the positive impact you have on our residents lives. The conference also saw the launch of our People Plan. The plan not only focuses on building capabilities, but also on what you told us creates a great place to work, the conditions, the working practices

and culture for you to thrive. Creating this positive and well supported environment for our employees is so vital in delivering our refreshed corporate plan and transformation programmes which were outlined at the sessions

Staff Awards

In November we held our first ever whole council staff awards. As the name suggests the awards are based on our STRIVE values: Support, Trust, Respect, Integrity, Value Diversity and Engage.



Celebrating Diversity Promote and celebrate the value of diversity in Tameside, so that as an anchor institution, the Council can be a positive exemplar to the broader community.

Successful Neurodivergent Careers Event

Our Libraries Team held a fantastic event for neurodivergent teens and young people, starting out in their careers. Residents joined the team in exploring neurodiversity in the workplace and learning about career development. The day consisted of inspiring speakers, Q&A's and networking support. This event was part of a new Neuro-inclusive Libraries Project. This initiative aims to ensure that library services are more responsive to a wider range of needs and preferences. Thank you to the teams who organised and attended the event, it is great to see the hard work going into making our spaces more inclusive.

International Peace Day Video

To mark the UN International day of peace on Sunday 21st September, councillors, faith leaders and community leaders across Tameside collaborated to spread messages of peace across the borough.

Young Carers' Festival

Friendships and memories that will last forever was the unanimous feedback from this year's fun-filled Young Carers' Festival. There were 24 amazing young carers from Tameside who attended the 25th anniversary event in Southampton, where the festival atmosphere including camping, crafts and karaoke lit up their weekends. The

annual event is a chance to enjoy a break away from responsibilities at home in a safe environment. The group enjoyed fairground rides, water sports and a petting zoo which kept them entertained by day, with live music, firework displays, laser shows and outdoor discos bringing fun to the evenings.

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