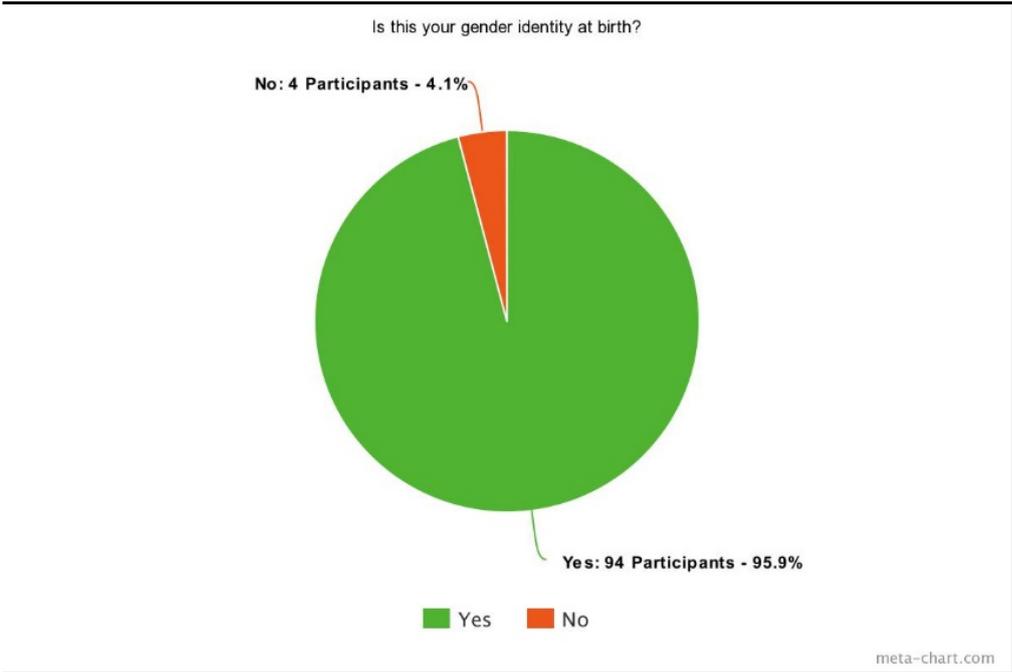
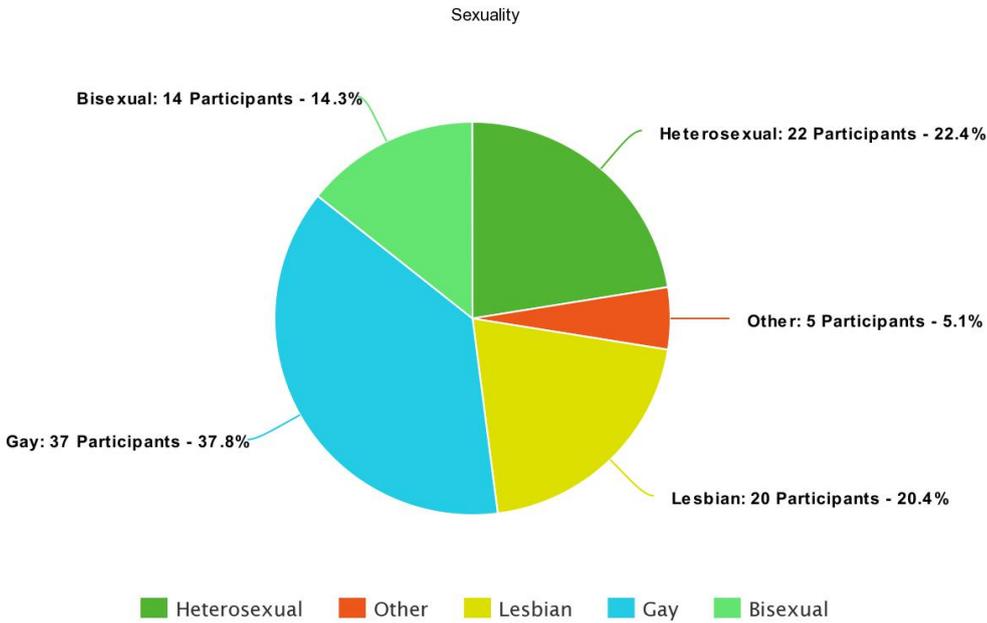
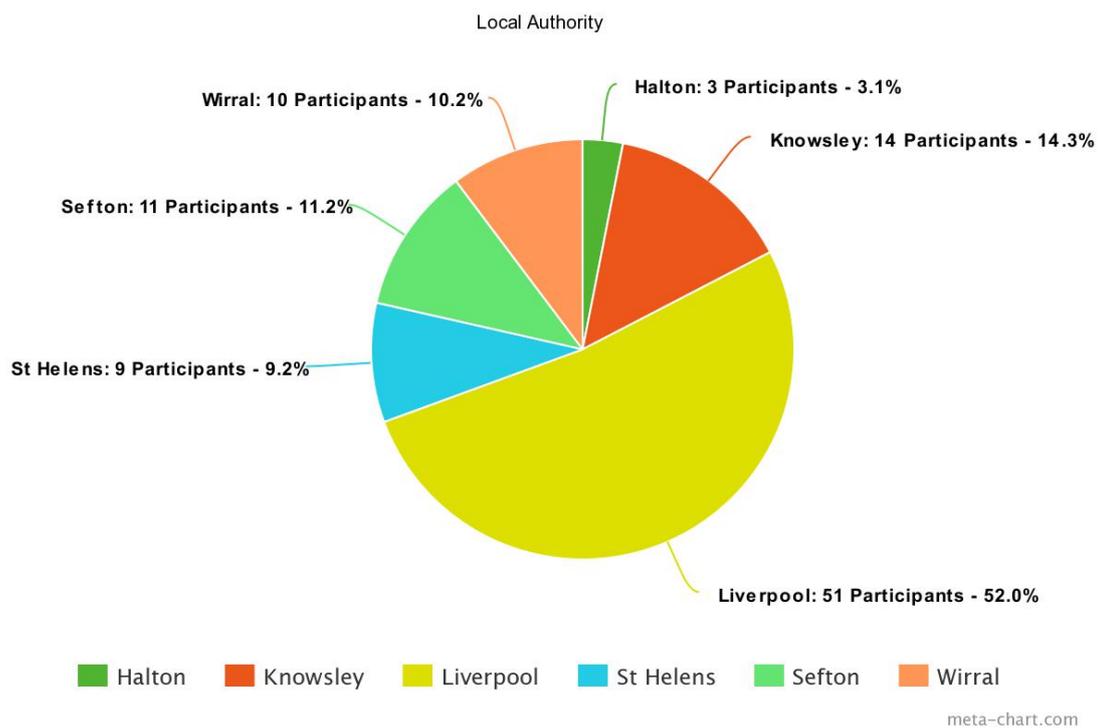
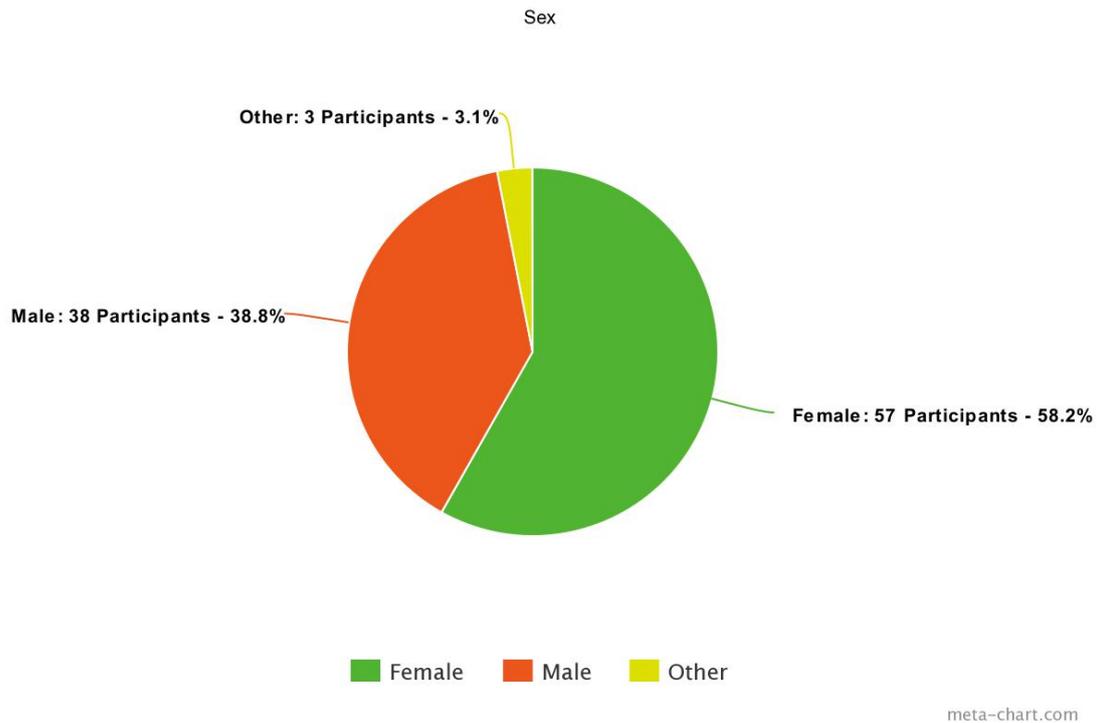


Details of initial engagement

Initial public engagement, focusing on the Combined Authority’s core functions and the high-level ambitions for the Equality Strategy, has been undertaken through a combination of commissioning via the Community Suppliers List and directly hosted. The graphs below illustrate the demographic reach achieved by the engagement undertaken by the Women’s Health Information and Support Centre (WHISC) and the directly organised focus groups, and the priorities identified: -

Engagement – Commissioned





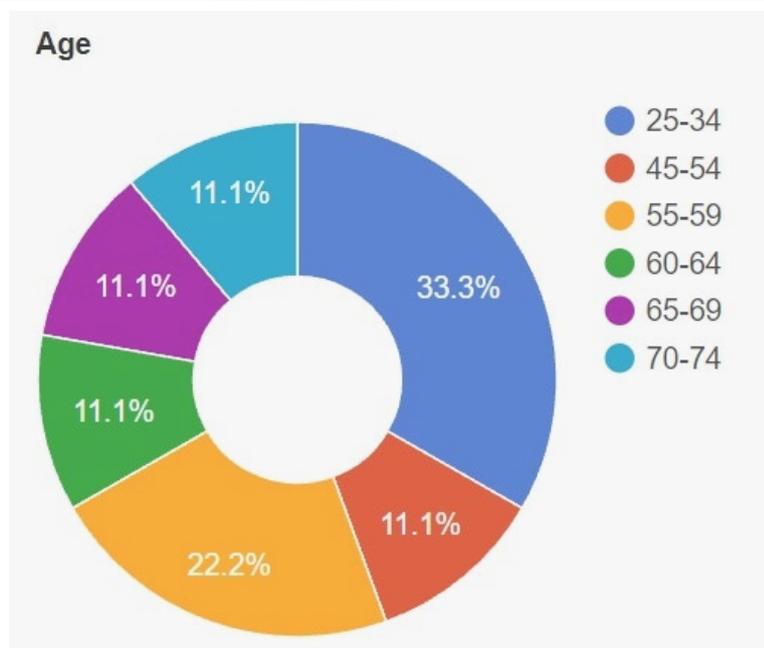
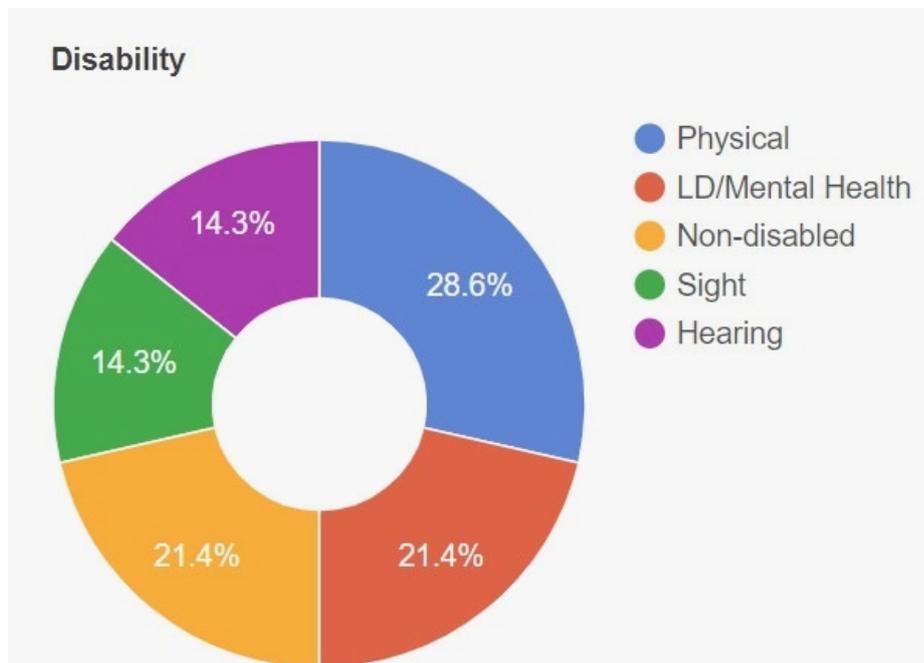
PARTICIPANTS

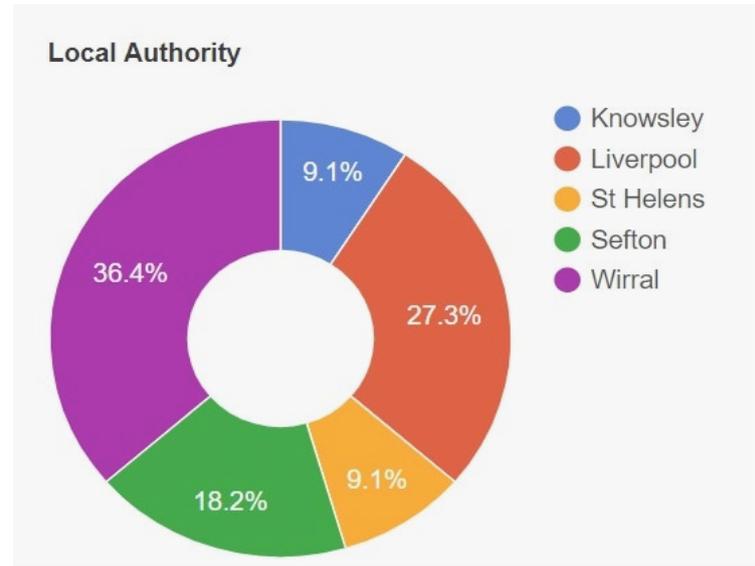
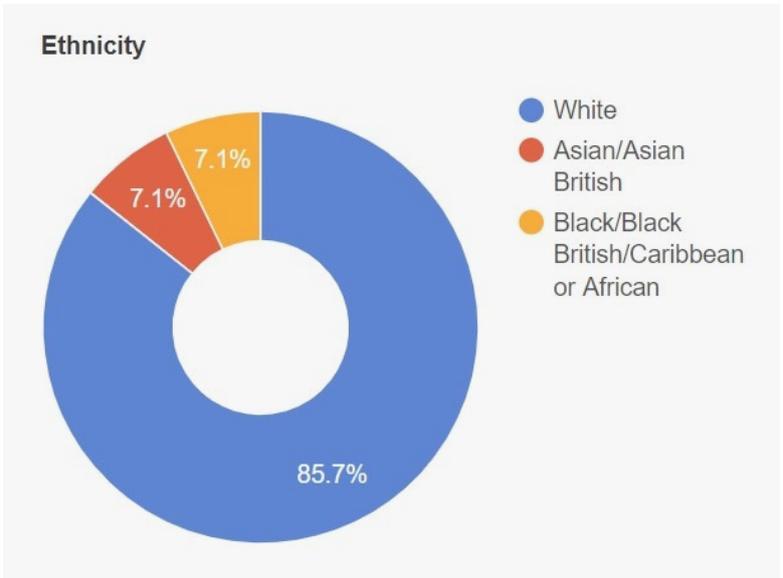
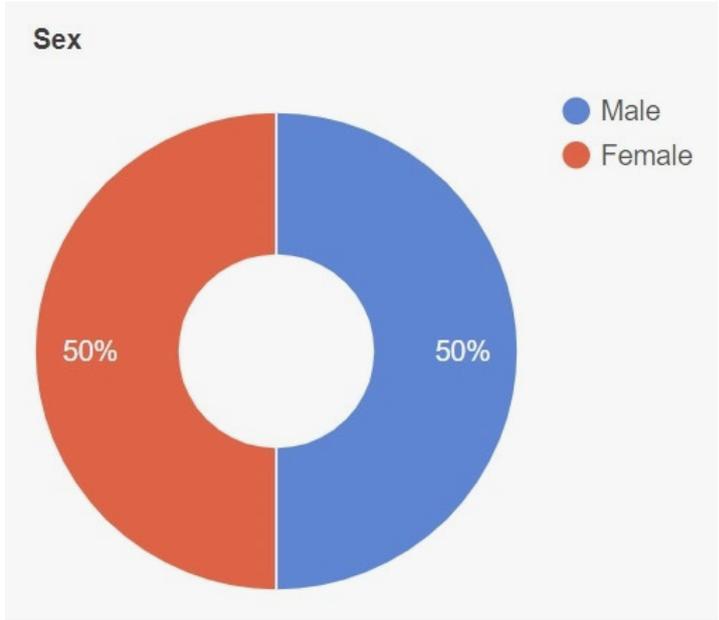
The participants in this commission were a combination of WHISC clients, volunteers, partners and followers. Recruited on social media and in our drop-in centre.

We received 92 responses through interviews, questionnaires and focus groups. The above demonstrates the demographic of those participants. 55% were from areas in the lowest 10% on Indices of Multiple Deprivation.

An additional focus group was run to boost participation in St Helens, which is also reflected in the data above. Additional engagement will be undertaken in Halton as part of developing the delivery plan.

Engagement – Direct





PARTICIPANTS

Two on-line focus groups were held with disabled people and those with an interest in the disability community. One was themed around disability awareness/disability friendly whilst the other focused on issues of physical accessibility.

The table below summarises the key issues identified by engagement participants, listed by protected characteristic strands and according to Combined Authority role: -

Strand	Employer	Commissioner	Civic Leader
Sex/Pregnancy + maternity	<ol style="list-style-type: none"> 1. Violence Against Women and Girls (VAWG) employee awareness training 	<ol style="list-style-type: none"> 1. Transport network safety 2. Single sex provision 	<ol style="list-style-type: none"> 1. VAWG advocacy 2. More single person dwellings and provision so women can escape domestic abuse
Sexual orientation/ Gender reassignment/ Marriage + Civil Partnership	<ol style="list-style-type: none"> 1. Employee LGBT+ awareness training 	<ol style="list-style-type: none"> 1. Transport network safety 	<ol style="list-style-type: none"> 1. Advocacy around Hate crime
Socio-economic status/All	<ol style="list-style-type: none"> 1. Improve diversity in the workplace by implementing positive action practices and encouraging diverse applicants 	<ol style="list-style-type: none"> 1. Accessible funding 2. Reduce cost to reduce barriers to travel 3. Establish community funding panels 4. Promote joint bids from smaller organisations 	<ol style="list-style-type: none"> 1. Promote third sector funding + social value

<p>Disability/Age</p>	<ol style="list-style-type: none"> 2. Ensure workforce reflects local population 3. Improve data quality 4. Anticipate reasonable adjustments for posts 5. Ensure training and awareness of disability is mandatory 6. Disability awareness as part of staff induction 	<ol style="list-style-type: none"> 5. Promote more accessible bus network 6. Raise awareness of Disability Framework for Training for transport staff 7. Relevant adjustments to recruitment processes to encourage disabled people to apply for jobs 8. Develop measurable outcomes on accessibility 	<ol style="list-style-type: none"> 2. Promote positivity about disabled people and social capital 3. Promote accessible housing 4. Promote roll out of Liverpool City Council Street Charter across LCR 5. Advocate increased parking provision for blue badge holders, and enforcement including pavement parking 6. Advocate blended meetings for consultation with disabled people, but be mindful of digital exclusion 7. Improve panels/advisory groups to the CA 8. Consistent LCR approach to prioritise protection of budgets for accessibility
<p>All</p>	<ol style="list-style-type: none"> 9. Better apprenticeship opportunities for disabled people 10. Promote DWP Access to Work and Disability Confident 		