

## **North Devon Council Equality Strategy 2023-2027**

### **Results of Consultation – responses and actions**

Consultation on the draft Equality Strategy for 2023-27 ran for 6 weeks from 1 June 2023 until 31 July 2023.

**19 people responded to the consultation.**

	<b>Response/Action taken</b>
<p><b>Question 1</b> Are you completing this on behalf of a group or organisation?</p> <p>Only one responded yes and that their organisation was Family.</p>	<b>Not applicable</b>
<p><b>Question 2</b> Please confirm your or your group/organisation's 'Protected Characteristic(s)' (as defined in the Equality Act 2010).</p> <p>Race; Sex;  Age; Disability;  Marriage or Civil partnership (in employment only); Religion or Belief; Sex;  Age;  Not relevant;  Age; Disability; Marriage or Civil partnership (in employment only);  Age; Pregnancy and Maternity; Sex;  Sex;  Gender Reassignment; Sex;  Sex;  Gender Reassignment;  Sex;  Age; Marriage or Civil partnership (in employment only);  Sex; Sexual Orientation;  Sex;  Age;  Disability; Marriage or Civil partnership (in employment only);</p>	<b>Not applicable</b>
<p><b>Question 3</b> Please give us more information about how your protected characteristic has affected your views/opinion of the Strategy.</p>	

<p><b>Response number 1:</b>          "I am an Anglo Saxon, British female.          I was passed over for two positions that I was both qualified for and very able to do:          On one occasion, I learned that the Head of Operations Re-engineering role was offered to a Nigerian black man who was from the same country as the interviewing VP. The recruiting company is a very large British financial services organisation.          On the other occasion, I was passed over for a recommended promotion to Director of Strategic Transformation Europe in an international Blue Chip organisation that I had been successfully employed by for eight years. I was told, quite frankly, that we had recruitment targets to meet and although I was a "great fit for the role" an Asian male business analyst (who may/may not have been gay - I genuinely don't ask people personal questions, it's none of my business) was competent, could be mentored in the job, and ticked the right boxes. I was assured another opportunity would come up and I would be encouraged to reapply. It did. I did. I got the job. The chap who was given the first post left for a post at Amazon a few months later.          That organisation I worked for for 17 years was a great employer but the enthusiasm with which leaders endeavoured to deliver to the letter of the Equality Policy in the early years was dreadful. It changed eventually when the executive summary statement clarified that in all cases jobs would always be offered to the best qualified, best fit person... it went on to say that a Equality criteria were to ensure no one suffered negative bias. It doesn't always work, but it's far better."</p>	<p><b>The Council's Recruitment Policy has recently been reviewed and no action was required to change the wording.</b></p> <p><b>This has been referenced in the draft Strategy</b></p>
<p><b>Response number 2:</b>          None</p>	

**Response number 3:**

"Difficult to find part time work, especially in the recycling, cleansing, public service sector. I worked part time in Exeter, four hours a day, and it was the most I could cope with, but I really enjoyed it, and could work hard for that short length of time. My productivity and job satisfaction was high. There were several woman, we were not as strong as the men, but we were conscientious and productive. I lost weight and became stronger, The general air quality was a concern though, a lot of dust, mould, bacteria and chemical vapours. I wore a really good mask, but that's a challenge in hot weather.

In addition to finding part time work (that isn't in the caring industry) is bicycle parking. It sounds silly, but I have an ebike, that I'm use for all my daily journeys, with great success, but I've noticed employers and big supermarkets are reluctant to provide secure parking for bicycles. If I can't park my bike safely I can't visit, stay or work somewhere. In my experience I have been discriminated against for being a cyclist, told to make sure my bicycle doesn't scratch cars in the car park, doesn't block any areas near people, and isn't visible because it attracts thieves to come and look around. People have told me to drive, or get the bus instead, I've been told not to bring wet clothing indoors, even in an outdoor yard setting where workers walk in and out in all weathers. I've had to leave my helmet on the bike outside because they don't fit in lockers. I've been verbally abused by colleagues, usually HGV drivers, but also a boss, accused of being a menace, pest, fanatic, 'lorry fodder' and 'wheel muck'. I don't have any official complaints to take further here, I resolved most of them myself, gradually others began cycling into work, the boss gave us a rack, and I ignored the really ignorant stuff. I was also concerned that making a complaint would mean my dismissal ( agency worker they could just ask my agency not to send me anymore) and when lorry drivers are in short supply it's unlikely my complaint would be looked on favourably. I understand that's the way the world works. But I don't think this is an isolated problem, from what others have told me it can be prevalent everywhere, especially in industry with heavy machinery/vehicles. But it can happen anywhere, choosing to ride a bicycle instead of driving a car seems to upset some people, and they believe firmly that we don't have any right to use the road, pavement or parking space. I don't want to sound political and it's nothing to do with climate change, it's about the right to ride a bicycle safely without being ridiculed, abused, intentionally scared by and 'hated' by people who are otherwise decent members of the community. It is not just men either, I was driven at head on by a middle-aged

**There are racks for bikes and showers are provided at Brynsworthy Environment Centre for employees. There are no showers available at Lynton House. The Council has a cycle scheme which enables North Devon Council to buy a bike for an employee and then hire it back to them. Employees have the option to buy the bike at the end of the scheme.**

**North Devon Council employees can also claim mileage for business journeys undertaken on their bikes within a 3 mile radius of their workplace. (Incorporated this information within the draft Strategy)**

**The Council doesn't currently have any secure storage specifically for ebikes or bicycles in NDC car parks. There are metal stands in some car parks, the customer would need to secure the bike with a bike lock or similar.**

woman in a Range Rover just yesterday, she is my neighbour, and did not recognise me... Just to be clear I am a middle-aged woman riding an upright ebike, sometimes with my little dog on the back. I've also noticed a genuine fear and dislike on shared paths, I work hard to be careful of others and nurture good relationships as I cycle, having a little dog often bridges the gap. I feel there is more scope for continued success there. To end I'd like to say how grateful and glad I am to have access to all the great paths around Barnstaple area. My user experience is that they are nearly all linked to the places I need to go. We're very glad to live here. Thanks for all you do. "

**Response number 4**

I have a wife and two teenage daughters and I did not see anything in the strategy that reflects the importance of safe spaces for females - i.e. preventing biological males from entering female spaces. I believe that your strategy should reflect the importance of protecting females in changing rooms, toilets etc.

In the Council's leisure facilities, there are mixed changing and shower areas. The mixed changing areas have individual cubicles and two group changing areas which are available for schools and clubs to book. All genders and sexes share the same spaces and facilities apart from toilets. The toilets are either classed as male or female.

We don't specify whether male/female refers to gender or sex, nor do we or our operator police this. (Incorporated this information within the draft Strategy)

The Council's public toilets are also classed as male or female. We do not specify whether this refers to gender or sex, nor do we police this.

**Response number 5**

Have a vast amount of experience working in a large multinational successful organisation.

**Response number 6**

This question seems to have no relevance to providing feedback. Very few of the general public will have heard of the expression "protected characteristic". It feels the survey itself is geared to discourage feedback from anybody who doesn't feel discriminated against.

**Response number 7**

Homophobic present in communities

**Response number 8**

I am concerned about the need to protect women's spaces - in terms of safety, security, privacy and dignity in all council run venues. I believe that anyone should be able to live and dress however they like, and sleep with whoever they like, but access to single sex spaces should be only on the basis of biological sex, not subjective gender identity.

**In the Council's In the Council's leisure facilities,**

**There are mixed changing and shower areas. The mixed changing areas have individual cubicles and two group changings areas which are available for schools and clubs to book. All genders and sexes share the same spaces and facilities apart from toilets. The toilets are either classed as male or female.**

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**The Council's public toilets are also classed as male or female. We do not specify whether this refers to gender or sex, nor do we police this.**



**Response number 9**

"You have written nothing about the provision of single sex toilets and changing rooms for religious women, sexually abused women, or simply women concerned about their own privacy, dignity and safety when forced to change/toilet in facilities (called ""gender neutral"" but which are in fact mixed sex) which allow access to men claiming special identities.

A man, no matter whether or not he calls himself a woman or non binary, cannot change sex and should not access places where women and girls are vulnerable or in a state of undress. Providing only mixed sex facilities is sex discrimination and religious discrimination."

**In the Council's leisure facilities, There are mixed changing and shower areas. The mixed changing areas have individual cubicles and two group changing areas which are available for schools and clubs to book. All genders and sexes share the same spaces and facilities apart from toilets. The toilets are either classed as male or female. We don't specify whether male/female refers to gender or sex, nor do we or our operator police this. (Incorporated this information within the draft Strategy)**

**The Council's public toilets are also classed as male or female. We do not specify whether this refers to gender or sex, nor do we police this.**

**Response number 10**

Gender reassignment has massively affected women's rights toilets and safe spaces need to be sex based NOT gender

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The Council's public toilets are also classed as male or female. We do not specify whether this refers to gender or sex, nor do we police this.

**Response number 11**

I have concerns that you are not fully protecting the characteristic of sex - and that you are not fully committed to the provision of single sex services where appropriate.

**In the Council's leisure facilities, There are mixed changing and shower areas. The mixed changing areas have individual cubicles and two group changing areas which are available for schools and clubs to book. All genders and sexes share the same spaces and facilities apart from toilets. The toilets are either classed as male or female. We don't specify whether male/female refers to gender or sex, nor do we or our operator police this. (Incorporated this information within the draft Strategy)**

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**Response number 12**

"Your definition of gender Reassignment in note 1 when you list the protected characteristics of the Equality Act is incoherent and incorrect in law. You have been misadvised, probably by Stonewall who pretend the law is as it wishes it to be, not as it actually is. Neither 'gender' nor 'gender identity' are protected characteristics in the Equality Act. 'Sex' is the protected characteristic. There is also a protected characteristic of 'gender reassignment'. But you cannot use that, or 'gender' or 'gender identity' to replace 'sex'. In light of the Employment Tribunal ruling of the Forstater case today, where her previous employers were ordered to pay over £100k (including aggravated damages), it would be very foolish of NDC to get this wrong. If you have incorporated Stonewall 'law' into your policies and documentation over the past few years, anything that erases 'sex' and replaces it with 'gender' or 'gender identity' - you need now to get all of that paperwork looked at by experts and overhauled. This includes if you ask staff what their gender identity is rather than their sex. You are required to collect information on SEX not gender ID. It could be an unlawful invasion of privacy to demand info on gender id and not sex. This includes asking for gender and not sex on your job applications. You must comply with the law as it actually is."

**Deleted reference to  
"transgender/trans"  
in paragraph 1 of  
the Strategy.**

**The Council's  
Dignity at Work  
Policy and  
Equality, Diversity  
and Inclusion  
training reflect the  
9 protected  
characteristics  
which includes Sex  
- the biological sex  
into which they are  
born. On the  
Council's  
employment  
application form  
and as part of  
equal opportunities  
monitoring of  
employees on  
iTrent (the  
Council's IT  
software solution)  
we ask for  
information relating  
to a persons sex  
identity  
(Incorporated this  
information within  
the draft Strategy)**

**Response number 13**

Only people born female can ever be women. Men who "identify" as women cannot be women. Sex is a protected characteristic in the EA.

**Response number 14**

"Protected characteristic of sex.  
Not catered for with ""gender neutral"" toilets and changing rooms."

In the Council's leisure facilities, There are mixed changing and shower areas. The mixed changing areas have individual cubicles and two group changing areas which are available for schools and clubs to book. All genders and sexes share the same spaces and facilities apart from toilets. The toilets are either classed as male or female. We don't specify whether male/female refers to gender or sex, nor do we or our operator police this. (Incorporated this information within the draft Strategy)

The Council's public toilets are also classed as male or female. We do not specify whether this refers to gender or sex, nor do we police this.

**Response number 15**

No idea what this means

<p><b>Response number 16</b>  "Presumption people are affected by only one- where I find it is more favourable for people to realise during the course of their lives and employment they are likely to be affected by more than one at the same or differing times.  I have previously worked to increase awareness, reporting and recording of hate crime. Created and managed Inclusive staff associations and worked as an ED&amp;I consultant and trainer"</p>	
<p><b>Response number 17</b>  None</p>	
<p><b>Response number 18</b>  As you cannot find the money to support the mobile library service, you should not spend one penny of taxpayers money on this WOKE strategy.</p>	<p><b>Devon County Council are responsible for providing the Library Service.</b></p>
<p><b>Response number 19</b>  We are 2 women living together as life partners</p>	
<p><b>Question 4</b> What have we not covered in the strategy that would be important to you/your group/organisation in terms of issues experienced?</p>	
<p><b>Response 1</b>  See above about exec summary</p>	
<p><b>Response 2</b>  Tackling racism sim in the community - leading on educating the community  A strong voice on inclusion in schools/the community  A more significant diversity group/s in The area  A more significant diversity festival</p>	<p><b>The Council will actively develop positive relationships with community groups that support all members of the community (included in draft strategy)</b></p>
<p><b>Response 3</b>  Tackling Anxiety/Abuse towards cyclists on a corporate, public and community level, beginning in schools, educating children who often absorb their parents hostility, and right up to making it safe for the elderly to feel confident to use a form of wheeled cycle independently.</p>	<p><b>Devon County Council is the Lead Education Authority.</b></p>

**Response 4**

Protecting females from biological men. I think that it is important to recognise that a man can choose to identify as woman or dress up as a woman and go out in public and that is their choice. However that does not mean that a man dressed up as a woman should be allowed in female changing rooms or toilets. I recommend that the equality strategy needs to reflect the importance of protecting females and if that means introducing a uni-sex changing or bathroom facility at leisure centres etc then this needs to be considered. I think the consultation should specifically asking whether "trans" people want such facilities and are prepared to pay for them, as I don't really see why everybody else should be subsidising minority groups just because they are very vocal.

**In the Council's leisure facilities, There are mixed changing and shower areas. The mixed changing areas have individual cubicles and two group changing areas which are available for schools and clubs to book. All genders and sexes share the same spaces and facilities apart from toilets. The toilets are either classed as male or female. We don't specify whether male/female refers to gender or sex, nor do we or our operator police this. (Incorporated this information within the draft Strategy)**

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**Response 5**

Like the majority of people I suspect, no issues experienced.

<p><b>Response 6</b></p> <p>Again, assumes only people with an issue will provide feedback.</p>	
<p><b>Response 7</b></p> <p>Freedom of gender</p>	
<p><b>Response 8</b></p> <p>Protecting women's spaces</p>	<p><b>In the Council's leisure facilities, There are mixed changing and shower areas. The mixed changing areas have individual cubicles and two group changing areas which are available for schools and clubs to book. All genders and sexes share the same spaces and facilities apart from toilets. The toilets are either classed as male or female. We don't specify whether male/female refers to gender or sex, nor do we or our operator police this. (Incorporated this information within the draft Strategy)</b></p> <p><b>The Council's public toilets are also classed as male or female. We do not specify whether this refers to gender or sex, nor do we police this.</b></p>



<p><b>Response 9</b></p> <p>Single sex services and provisions (alongside mixed sex for those that want them)</p>	<p>In the Council's leisure facilities, There are mixed changing and shower areas. The mixed changing areas have individual cubicles and two group changing areas which are available for schools and clubs to book. All genders and sexes share the same spaces and facilities apart from toilets. The toilets are either classed as male or female. We don't specify whether male/female refers to gender or sex, nor do we or our operator police this. (Incorporated this information within the draft Strategy)</p> <p>The Council's public toilets are also classed as male or female. We do not specify whether this refers to gender or sex, nor do we police this.</p>
<p><b>Response 10</b></p> <p>Sex overarches gender.</p>	
<p><b>Response 11</b></p> <p>None</p>	

<p><b>Response 12</b></p> <p>You must collect information on staff and service users - their sex and not their gender. You cannot monitor pay discrimination on the basis of sex (called the gender pay gap, actually the sex pay gap) if you do not collect information on sex (not gender). Someone's inner gender identity is unquantifiable, unmeasurable and is fluid and likely to change. Asking for gender identity not sex of your staff discriminates against those staff who do not have a gender identity, who find gender ideology offensive and who do not subscribe to the cult that puts children on puberty blockers, leading inexorably to the mutilation and sterilisation of healthy bodies. Assuming everyone has a gender identity is offensive, as well as unlawful.</p>	<p><b>North Devon Council collect employee data on the basis of sex. (Incorporated this information within the draft Strategy)</b></p>
<p><b>Response 13</b></p> <p>None</p>	

**Response 14**

Forgot to talk about necessity of provision of single sex spaces and services for the privacy, safety and dignity of women and girls.

Some men say they are not men. How can women tell if they are truly dysphoria or if they are abusive men pretending to be trans? Even if true trans they are still men and should not be in women's spaces.

MtF transitioners were over 6 times more likely to be convicted of an offence than female comparators and 18 times more likely to be convicted of a violent offence.

<https://committees.parliament.uk/writtenevidence/18973/pdf>

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**Response 15**

Not applicable

<p><b>Response 16</b></p> <p>Any village - Town - City or Region is made up of more than one community- I personally feel 'Communities' better reflects what you are trying to achieve with your Inclusion agenda and probably using the word Inclusion more to describe your aspirations. After all, you can have Equality and a diverse workforce but it doesn't necessarily mean it's going to be Inclusive! And that is ultimately what you are trying to achieve. Kindness.</p>	<p><b>Revised wording in draft strategy</b></p>
<p><b>Response 17</b></p> <p>None</p>	
<p><b>Response 18</b></p> <p>Not a thing</p>	
<p><b>Response 19</b></p> <p>Councils to be aware</p>	
<p><b>Question 5</b> Any comments about what we, as a Council, are doing (or not doing) to help?</p>	
<p><b>Response 1</b></p> <p>Offer jobs to the best candidate.</p>	<p><b>Posts are shortlisted and interviewed on how well a candidate meets the essential and desirable criteria. (included in draft Strategy)</b></p>
<p><b>Response 2</b></p> <p>Disability inclusion appears to be a priority and revived a lot of investment/work</p>	<p><b>North Devon Council are a disability confident employer which means we ensure disabled applicants have the opportunity to apply for positions for which they are qualified. (included in draft Strategy)</b></p>

**Response 3**

Respectfully request the council looks at ways to promote the acceptance of cycling in the work place. Educational visits, inspections, anonymous reporting facility.

**There are racks for bikes and showers are provided at Brynsworthy Environment Centre for employees. There are no showers available at Lynton House. The Council has a cycle scheme which enables North Devon Council to buy a bike for an employee and then hire it back to them. They have the option to buy the bike at the end of the scheme. (included in draft Strategy)**

**North Devon Council employees can also claim mileage for business journeys undertaken on their bikes within a 3 mile radius of their workplace.**

<p><b>Response 4</b></p> <p>I believe that the council should not bow down to woke ideology especially as this may well waste significant time, effort and money when there are many more important issues that the council needs to address. It is also worth recognising that the current climate is becoming increasingly anti-woke and there is therefore a risk that any initiatives or expenditure in the short term will end up being wasted. I also believe that vocal minorities who want special facilities or compensations should have to pay for them directly and not expect to be subsidised by everybody else. I also recommend that the council stick with biological sex rather than gender as the determining characteristic on all forms etc. The vast majority of people recognise that you are born male or female and this is the important determinant for medical use, school use, changing rooms and toilets, etc.</p>	<p><b>North Devon Council uses the word “sex” on its employee application forms. (included in draft Strategy)</b></p> <p><b>Reasonable adjustments for any employee suffering from a disability are a requirement of the 2010 Equality Act (included in draft Strategy)</b></p>
<p><b>Response 5</b></p> <p>Not applicable.</p>	
<p><b>Response 6</b></p> <p>As above.</p>	
<p><b>Response 7</b></p> <p>Assisting villages</p>	
<p><b>Response 8</b></p> <p>Not facing up to the subjective gender ideology</p>	

<p><b>Response 9</b></p> <p>Mixed sex changing rooms in leisure centre are horrific for women and lead to voyeurism and increased sexual assaults, as well as feelings of discomfort and embarrassment for women and girls.</p>	<p>In the Council's leisure facilities, There are mixed changing and shower areas. The mixed changing areas have individual cubicles and two group changing areas which are available for schools and clubs to book. All genders and sexes share the same spaces and facilities apart from toilets. The toilets are either classed as male or female. We don't specify whether male/female refers to gender or sex, nor do we or our operator police this. (Incorporated this information within the draft Strategy)</p> <p>The Council's public toilets are also classed as male or female. We do not specify whether this refers to gender or sex, nor do we police this.</p>
<p><b>Response 10</b></p> <p>You say that gender is before, during and after transition. How does this equate to self ID.</p>	<p>Amended wording in the strategy on page 4 in relation to "gender reassignment" to reflect the wording of the Equality Act 2010</p>

<p><b>Response 11</b></p> <p>None</p>	
<p><b>Response 12</b></p> <p>You must collect information on sex not gender. Asking about personal characteristics such as 'gender identity' &amp; 'trans/transgender' that are not protected characteristics under the Act, may be in breach of the GDPR by processing personal - and potentially Special Category - data without a lawful basis.</p> <p>If you don't monitor the sex of job applicants, you will not have the data to know if you are discriminating on sex.</p>	<p><b>North Devon Council uses the word “sex” on its employee application forms. (included in draft Strategy)</b></p> <p><b>Trans gender people are protected under the Equality Act under the characteristic of Gender reassignment.</b></p> <p><b>We will monitor equality and diversity data to help identify current and future needs, possible inequalities including problems accessing or using services and information. We will also use this data to check that a cross-section of people have been reached and given their views. (Included in draft Strategy)</b></p>
<p><b>Response 13</b></p> <p>None</p>	



<p><b>Response 14</b>  You need to actively protect women and girls. Gender neutral toilets and changing rooms are harmful to women and girls and put them in possible danger.</p>	<p><b>In the Council's leisure facilities, There are mixed changing and shower areas. The mixed changing areas have individual cubicles and two group changing areas which are available for schools and clubs to book. All genders and sexes share the same spaces and facilities apart from toilets. The toilets are either classed as male or female. We don't specify whether male/female refers to gender or sex, nor do we or our operator police this. (Incorporated this information within the draft Strategy)</b></p> <p><b>The Council's public toilets are also classed as male or female. We do not specify whether this refers to gender or sex, nor do we police this.</b></p>
<p><b>Response 15</b>  Not applicable</p>	
<p><b>Response 16</b>  None</p>	

<b>Response 17</b> None	
<b>Response 18</b> See 3 above	
<b>Response 19</b> Not a lot	
<b>Question 6</b> Any further comments about the Strategy?	
<b>Response 1</b> None	
<b>Response 2</b> Really need to up the work on racism and LGBTQ work education events in the area. Devon as a whole is some way behind. Also improved investment in helping rough sleepers rather than criminalising them.	<p><b>To actively develop positive relationships with community groups that support all members of the community (included in draft strategy)</b></p> <p><b>Updated “Our Successes and Achievements Section” in the strategy to reflect work carried out in relation to Domestic Abuse and Complex Care Leaver programme</b></p>
<b>Response 3</b> Cycling UK are an excellent organisation to work with	
<b>Response 4</b> None	

<p><b>Response 5</b>  The sentiment and goals of the strategy are correct. The document and method of proposed implementation reads like a “buzzword bingo” of all the correct things that are expected to be said. Hugely bureaucratic and expensive to implement, concentrating more on proving what has been done rather than achieving results. I would suspect that this has been written by people who are not accountable for being efficient and achieving results (possibly HR and Legal ?). Would suggest it is re-structured and simplified with less box ticking. Does not inspire confidence that the Council will perform in a “value for money” way.</p>	
<p><b>Response 6</b>  Really need to up the work on racism and LGBTQ work education events in the area. Devon as a whole is some way behind. Also improved investment in helping rough sleepers rather than criminalising them.</p>	<p><b>To actively develop positive relationships with community groups that support all members of the community (Incorporated this information within the draft Strategy)</b></p> <p><b>Updated “Our Successes and Achievements Section” in the strategy to reflect work carried out in relation to Domestic Abuse and Complex Care Leaver programme</b></p>
<p><b>Response 7</b>  None</p>	
<p><b>Response 8</b>  No</p>	

**Response 9**

You need to consider women and girls.

In the Council's leisure facilities, There are mixed changing and shower areas. The mixed changing areas have individual cubicles and two group changing areas which are available for schools and clubs to book. All genders and sexes share the same spaces and facilities apart from toilets. The toilets are either classed as male or female. We don't specify whether male/female refers to gender or sex, nor do we or our operator police this. (Incorporated this information within the draft Strategy)

The Council's public toilets are also classed as male or female. We do not specify whether this refers to gender or sex, nor do we police this.

**Response 10**

You must consider that women's rights are no less important than any other of the categories.

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**Response 11**

Please ensure you fully comply and ensure that single sex derives are maintained. These will include toilets, changing facilities, sports, refuge centres etc. The protections of women's sea based rights is vital at this time.

**In the Council's leisure facilities, There are mixed changing and shower areas. The mixed changing areas have individual cubicles and two group changing areas which are available for schools and clubs to book. All genders and sexes share the same spaces and facilities apart from toilets. The toilets are either classed as male or female. We don't specify whether male/female refers to gender or sex, nor do we or our operator police this. (Incorporated this information within the draft Strategy)**

**The Council's public toilets are also classed as male or female. We do not specify whether this refers to gender or sex, nor do we police this.**

<p><b>Response 12</b></p> <p>Language and meaning of words are important and proper use &amp; understanding of terms is vital so that the public is aware of what rights they have and what your duties are. Any confusion or inconsistency over meaning may prevent people from accessing their rights in law.</p> <p>Given the error in your strategy re the protected characteristics, and gender ID, and your use of incorrect terms, it's not clear how you can meet your Public Sector Equality Duty or how you have met it in the past given your data could have been corrupted by those who didn't provide their sex. This applies to the information you collect on your staff. You should make your HR team aware of their duties and ensure they comply with the law as it is, not as some wish it to be.</p> <p>I would also suggest you read this report that highlights the risks and dangers (both reputational and legal) of relying on and processing inaccurate, misleading or downright wrong information about protected characteristics under the Equality Act.</p> <p><a href="https://sex-matters.org/posts/updates/stonewall-risk/">https://sex-matters.org/posts/updates/stonewall-risk/</a></p>	<p><b>North Devon Council collect data for employees and applicants for employment on the basis of sex not gender identity. (included in draft Strategy)</b></p>
<p><b>Response 13</b></p> <p>None</p>	

<p><b>Response 14</b>  You have forgotten women and girls. You could provide gender-neutral spaces for those that wish them, but you must also provide single sex provision.  See-  <a href="https://www.independent.co.uk/life-style/women/sexual-assault-unisex-changing-rooms-sunday-times-women-risk-a8519086.html">https://www.independent.co.uk/life-style/women/sexual-assault-unisex-changing-rooms-sunday-times-women-risk-a8519086.html</a></p>	<p>In the Council's leisure facilities, There are mixed changing and shower areas. The mixed changing areas have individual cubicles and two group changing areas which are available for schools and clubs to book. All genders and sexes share the same spaces and facilities apart from toilets. The toilets are either classed as male or female. We don't specify whether male/female refers to gender or sex, nor do we or our operator police this. (Incorporated this information within the draft Strategy)</p> <p>The Council's public toilets are also classed as male or female. We do not specify whether this refers to gender or sex, nor do we police this.</p>
<p><b>Response 15</b>  Huge overkill, very expensive to administer. Pity the poor departments this is rolled out to. Assume all this unnecessary admin cost means council tax bills going up again?</p>	
<p><b>Response 16</b>  None</p>	



<b>Response 17</b> None	
<b>Response 18</b> A despicable waste of public money. I despair.	
<b>Response 19</b> It's ok making claims but it's enforcing them	