

Public Sector Equality Duty Briefing for Members



The purpose of this briefing...

To enable Essex County Councillors to:

- keep abreast of our responsibilities in relation to the Equality Act and Public Sector Equality Duty
- hear about specific interventions which are supporting inclusion and reducing inequalities
- recognise the changes in our communities that have been highlighted by the emerging Census 2021 outputs

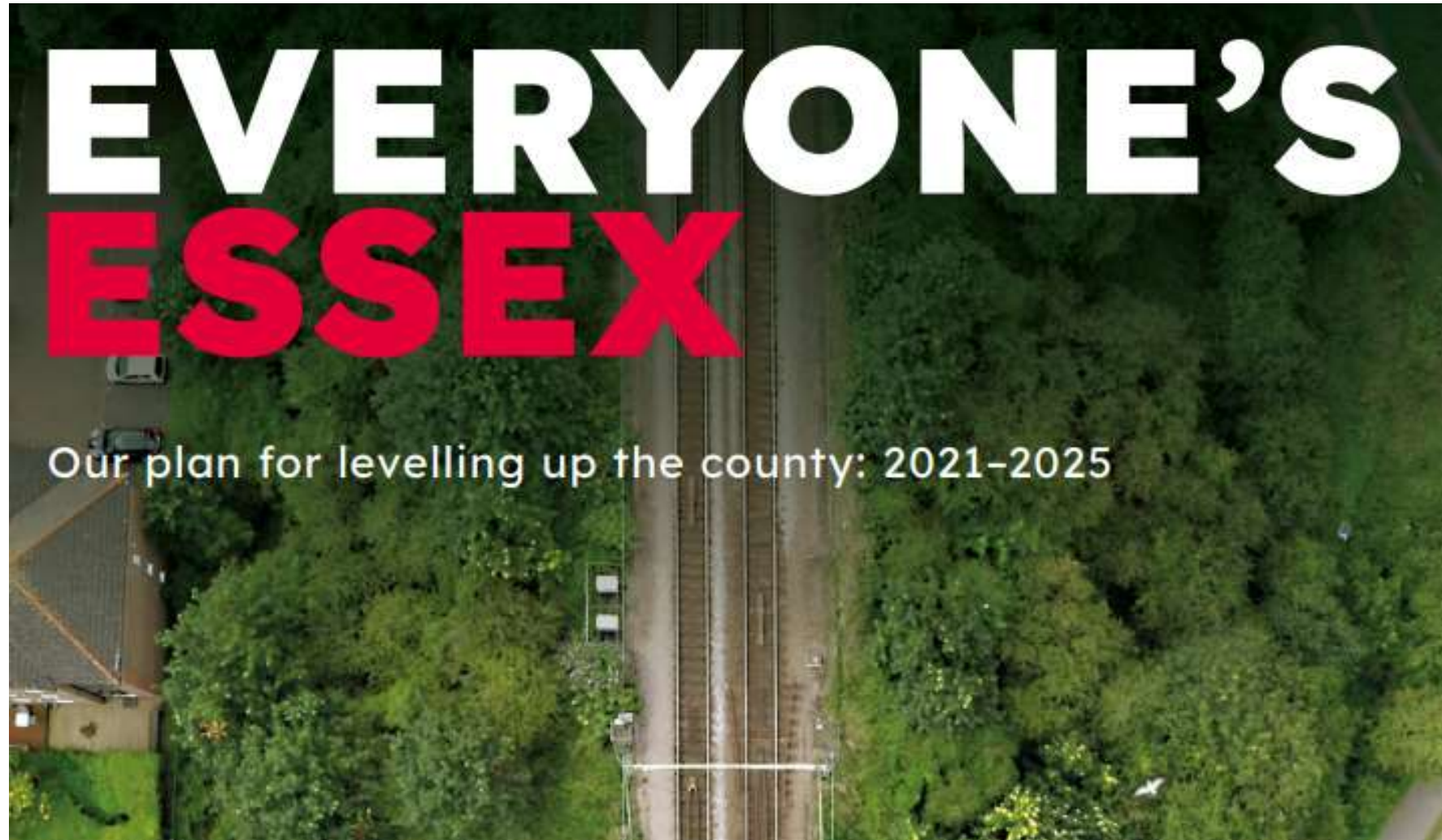


By the end of the briefing you will....

- Understand the legal aspects of the Public Sector Equality Duty;
- Be familiar with the protected characteristics described in the Equality Act;
- Understand the purpose of Equality Objectives;
- Have explored the benefits and practical use of Equalities Comprehensive Impact Assessments;
- Have an understanding of what Essex County Council is doing to embrace equality, diversity and inclusion
- Understand the high-level changes in Essex communities between the census in 2011 and 2021

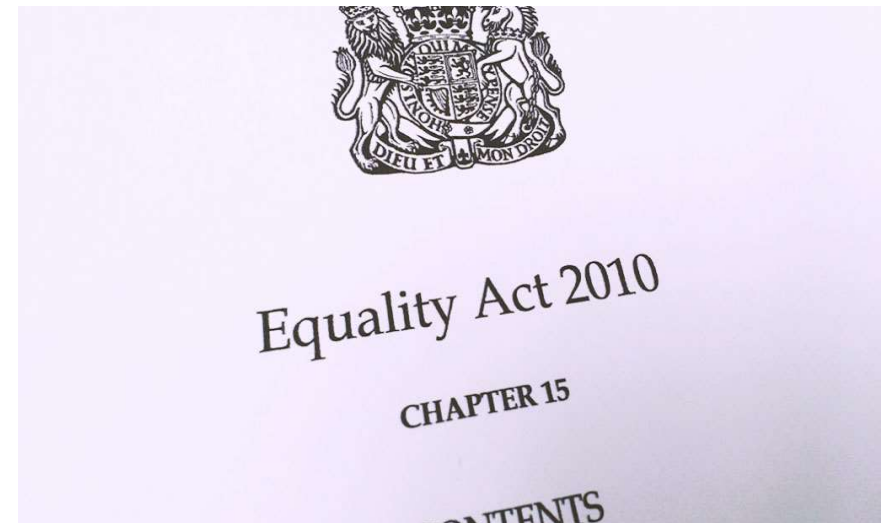


Everyone's Essex



The Equality Act 2010

- Consolidated Equality legislation
- Broadened the scope of equality legislation to cover nine protected characteristics
- Introduced a set of duties for the public sector, or those carrying out public functions



Public Sector Equality Duty

The Council must pay 'due regard' to the following aims:

Eliminating **discrimination**, harassment and victimisation.

Advancing equality of opportunity between different groups.

Fostering **good relations** between people from different backgrounds.

Demonstrate the above in the **exercise** of its functions.

Under the **Specific Public Sector Duty**, the Council must also:

Publish information regarding employees, service users and citizens

Prepare and publish equality objectives at least every four years

Ultimately our duties are about tackling inequality



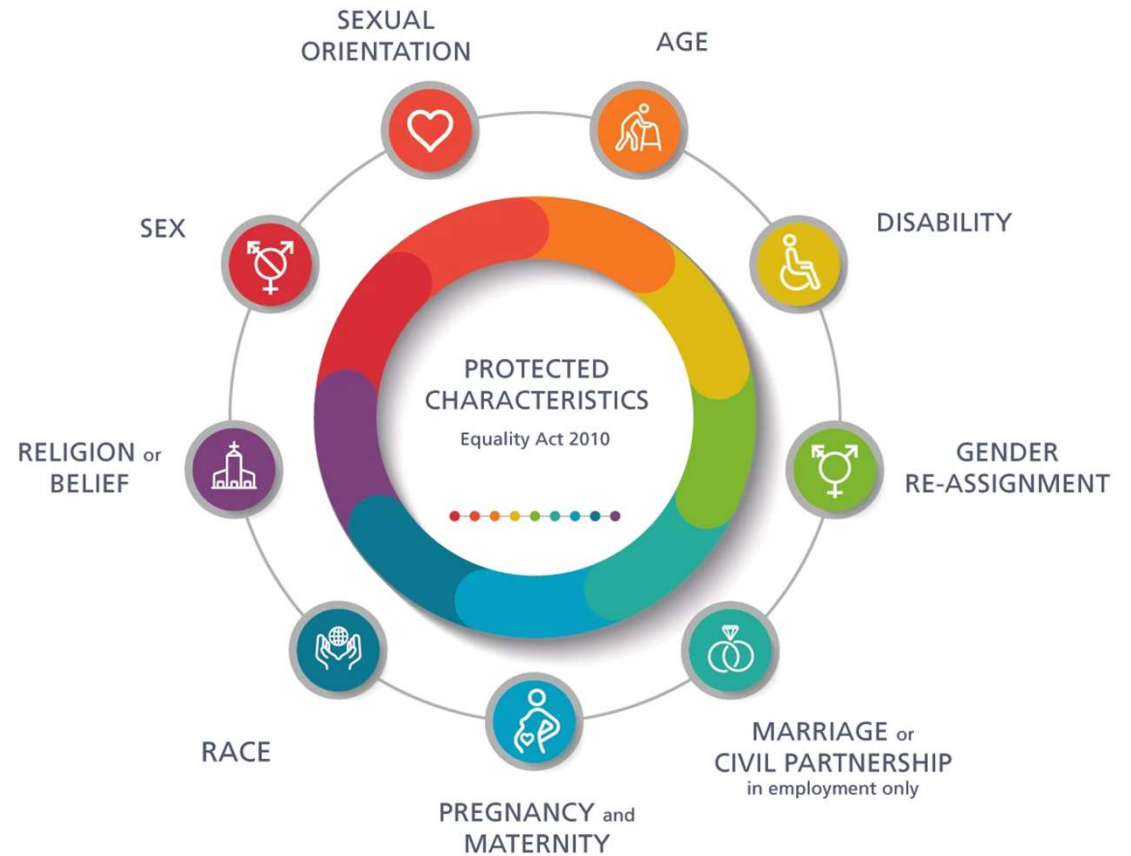
Levelling Up Essex

One Year On: Impact Report

**Spreading Opportunity
through Levelling Up**

Protected Characteristics

- Age
- Disability
- Gender reassignment
- Marriage/civil partnership
- Pregnancy/maternity
- Race
- Religion or belief
- Sexual Orientation
- Sex



We all have a characteristic

Equality objectives

- Publish equality objectives every four years
- Publish objectives to meet the general duty
- Set out what steps have been taken or will be taken to meet the objective and over how long
- Make arrangements to monitor progress
- Use relevant equality information to inform objective setting

Setting effective equality objectives is critical in meeting the general equality duty and in working towards improved outcomes for people and groups with protected characteristics



Our current equality objectives

We are committed to addressing inequalities and levelling up life chances for our residents and advancing equality of opportunity for our communities.

Developing a Levelling Up strategy to connect those most in need to opportunities

Focusing on working with children, young people and partners to improve outcomes for the most vulnerable

Working with partners to deliver an effective response to tackling hate crime

Working with partners to tackle violence against women and girls, and improve feelings of safety in public spaces

Working with partners to update and deliver the Joint Health and Wellbeing Strategy

Improving our understanding of the race disparities that exist in our services and work in partnership to address them

Developing a series of resources from the 2021 Census on the needs of our communities that will inform future policies and practices to be inclusive

Our current equality objectives

We are committed to being an employer that values difference and attracts, recruits, and retains talented individuals from a diverse range of backgrounds. We will support and encourage our employees to be the best they can be at work and provides them with an employment deal that is fair and inclusive.

Making selection pools for senior roles more diverse in terms of gender, disability and ethnicity

Developing a 'women in leadership' programme to increase the proportion of women in senior leadership

Using our Ways of Working programme to challenge how, when and where we work, opening up opportunities for more diverse talent

Promoting and encouraging people with disabilities to apply for roles

Identifying roles where women or men are under-represented and encourage applications from that group

Placing strategic adverts and approaching agencies who support black and minority ethnic candidates, and other under-represented groups

Ensuring any talent programmes include the ability to track people's career progression

Creating listening forums for senior leaders to understand the workforce's experiences

Having inclusive recruitment training in place

Reviewing our diversity and inclusion training and its effectiveness

Equality, Diversity and Inclusion Policy Statement

The policy recognises the importance of tackling discrimination and advancing equality between different groups in the community, whilst also addressing the diverse needs of individuals.

**EQUALITY
DIVERSITY
AND
INCLUSION
POLICY
STATEMENT**

Employee Support Networks

We strive to create a workplace in which everyone is treated with dignity and respect. To support this, there are also a number of specific staff support networks for employees:

- [Armed Forces Network](#)
- [Carers Forum](#)
- [Christian Network](#)
- [Disabled Employees Network](#)
- [Ethnically Diverse Employee Network \(EDEN\), formerly named the Black, Asian and Minority Ethnic \(BAME\) Network](#)
- [Inter Faith Forum](#)
- [Lesbian, Gay, Bisexual, Transgender and Questioning Network](#)
- [Parent's Network](#)
- [Women's Network](#)
- [Young Persons Network](#)

These offer employees a forum to highlight issues that affect them within a safe environment, as well as influence change within the council.



Equalities Comprehensive Impact Assessments (ECIA)

A tool that assesses the impact of new or revised policies, practices or services against the requirements of the public sector equality duty.



Equalities Comprehensive Impact Assessments (ECIA)

New ECIA Framework launched in April 2022

Expanded areas of focus:

- Equalities considerations linked to the nine protected characteristics (legal requirement)
- Levelling Up (priority cohorts and places)
- Health Inclusion Groups / other priority groups
- Geographical areas
- Families
- Digital accessibility
- Climate

ECIAs should be completed for all political decisions and Executive Director Decisions



Data and insight

POPULATION



ECONOMY



ENVIRONMENT



EMPLOYMENT



HEALTH & WELLBEING



EQUALITY & WELFARE



How our communities have changed

census
2021

Population 2011

1,393,587



Population 2021

1,503,521

Religion 2011

Christian 61.8%
No religion 28.1%



Religion 2021

Christian 47.9%
No religion 42.1%

Ethnicity 2011

White 90.7%
Asian, Asian
British 2.5%
Black, Black,
British 1.3%



Ethnicity 2021

White 90.4%
Asian, Asian
British 3.7%
Black, Black,
British 2.5%

Health 2011

Day to day
activities not
limited 82.9%



Health 2021

Day to day
activities not
limited 83.3%

Census maps ALPHA

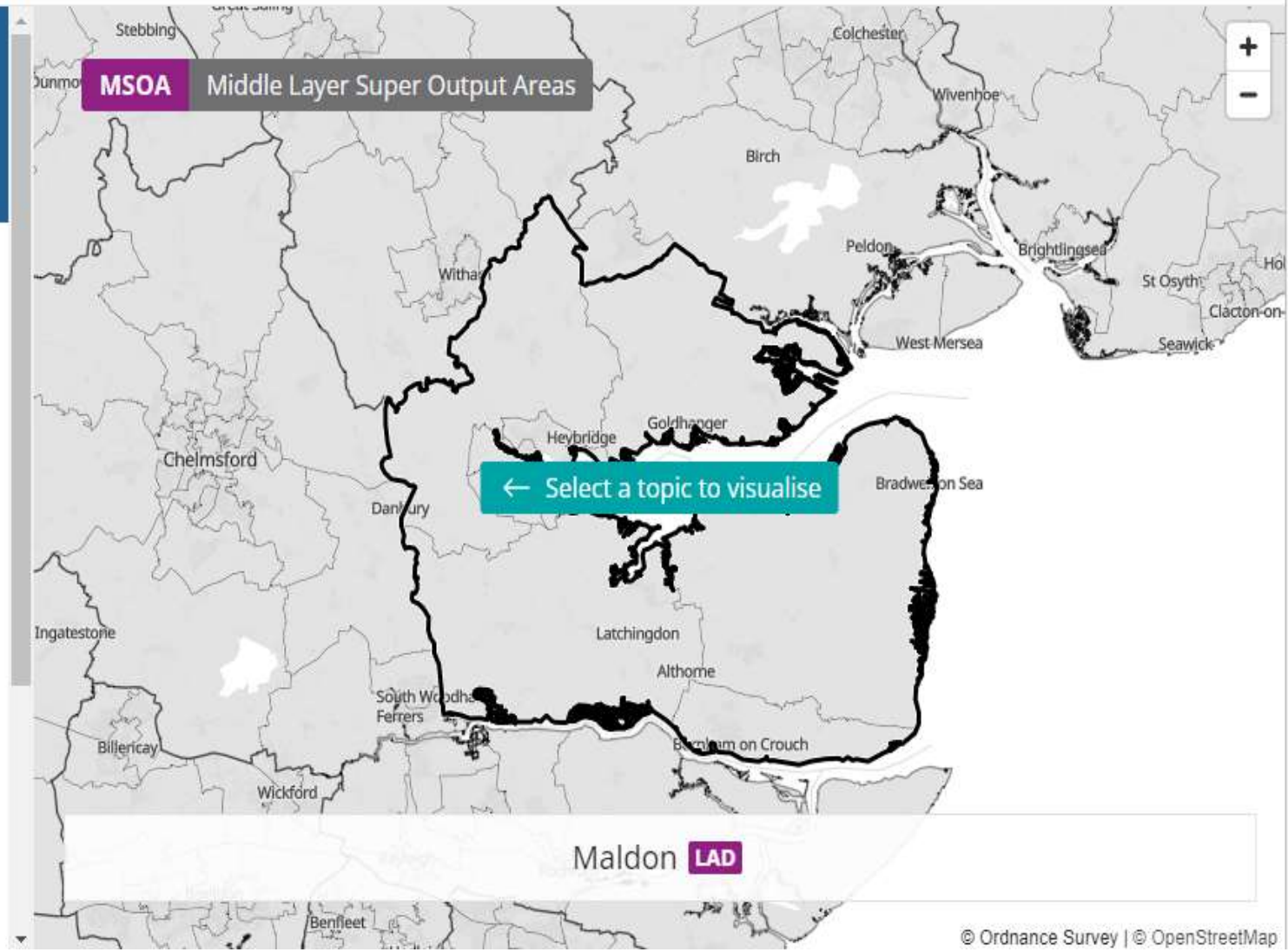
Use our maps to find out what people's lives were like across England and Wales in March 2021.

Area
Maldon **LAD** X

Topic
population X

- TOPIC Population**
People, their living arrangements and where they come from.
- VARIABLE Population density**
The number of people resident per square kilometre.

2 results



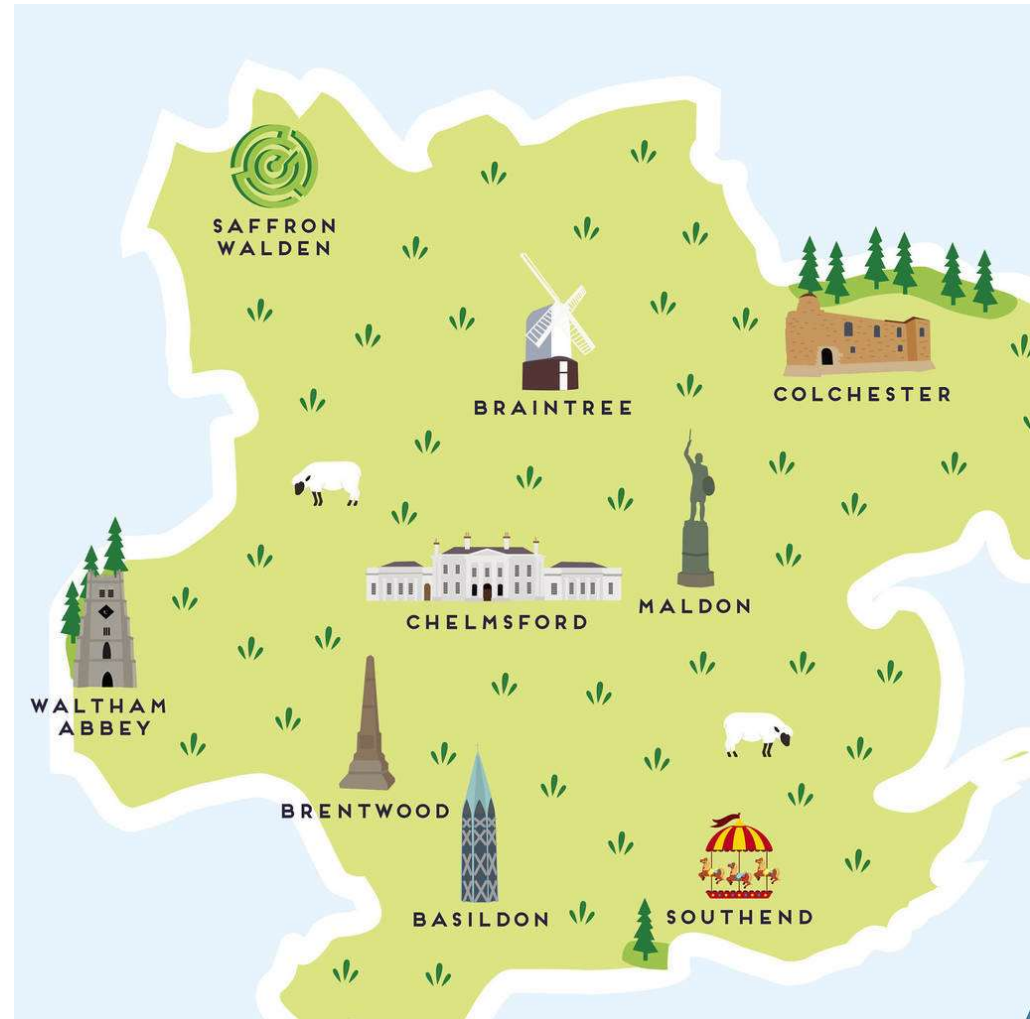
Any Questions?

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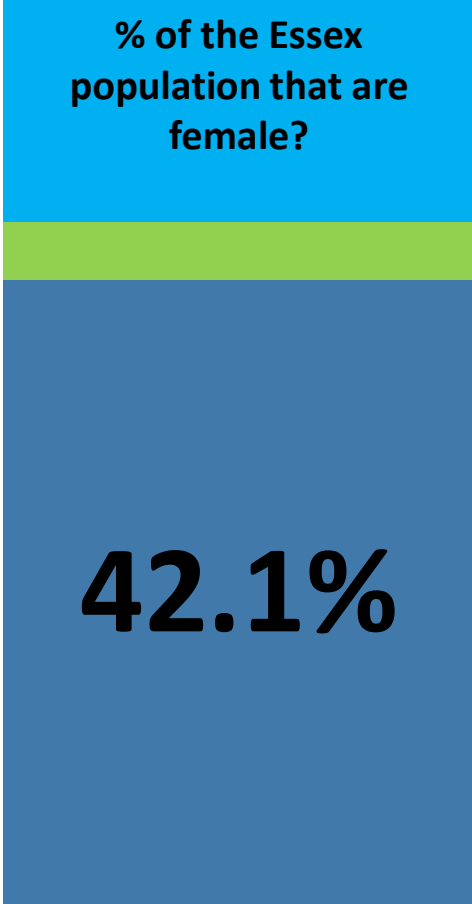
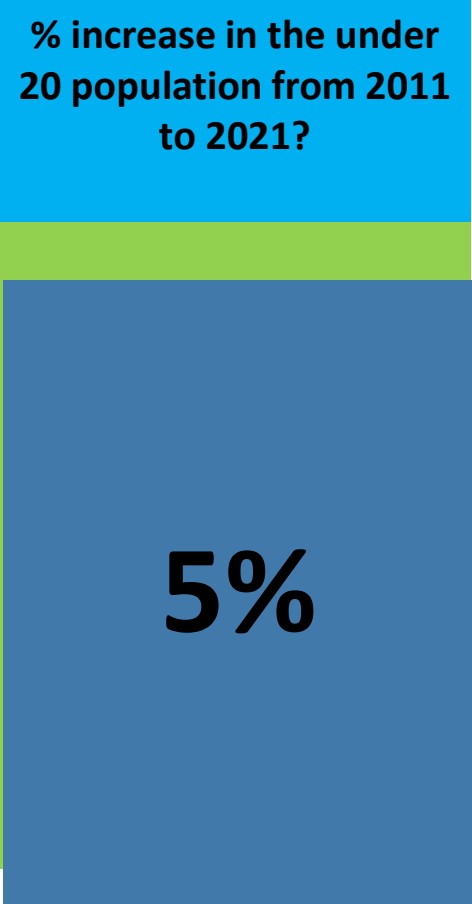
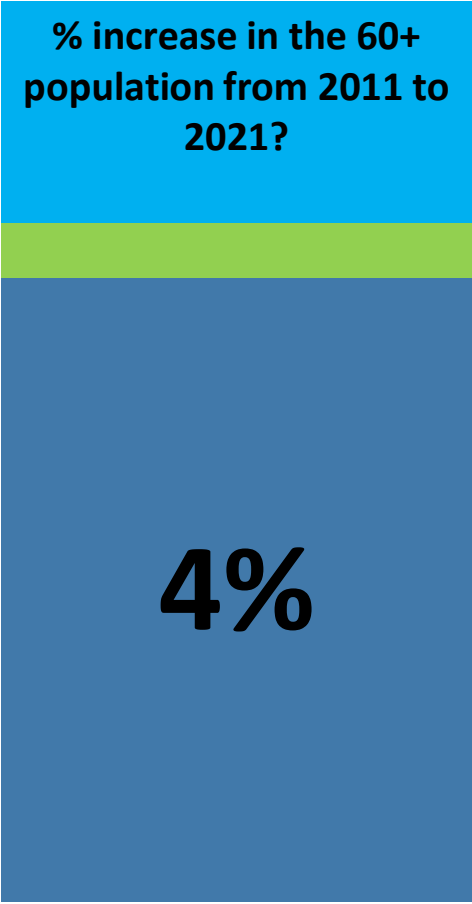
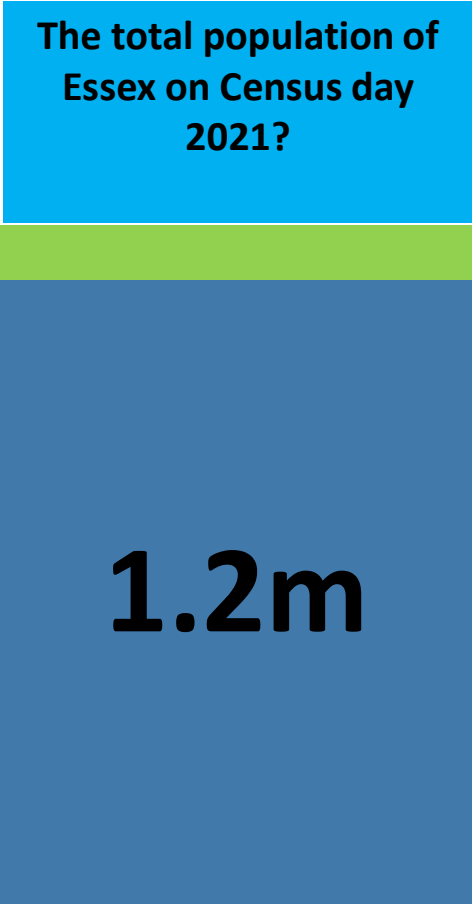


WHO LIVES IN A PLACE LIKE ESSEX?

Who lives in a
place like
Essex?



HIGHER OR LOWER: CENSUS 2021



HIGHER OR LOWER: CENSUS 2021

% of households in Essex with children?

21%

Number of people who describe their ethnic group as Caribbean?

10,000

% of people who describe themselves as Christian?

50%

% of people who follow no religion?

45%

HIGHER OR LOWER: ECC SERVICES

The number of looked after children per 10,000

The number of children known to social care per 10,000

Number of adult social care users in receipt of care technology

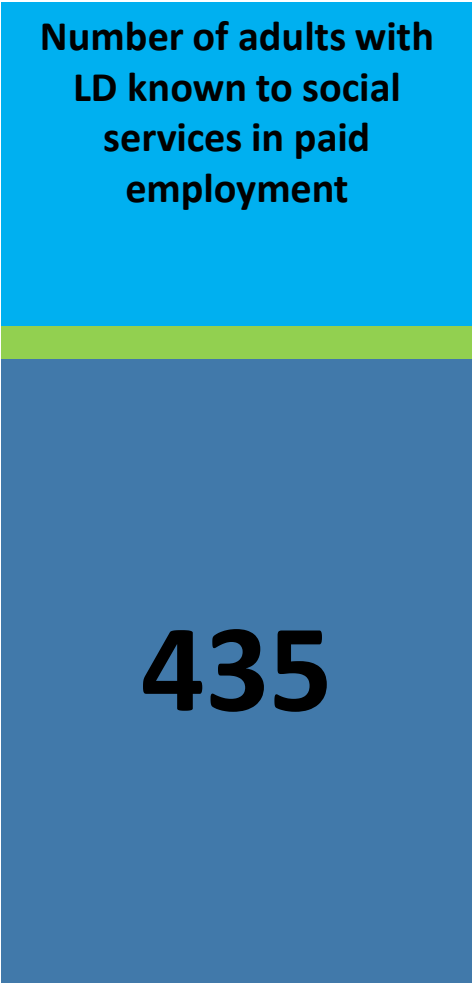
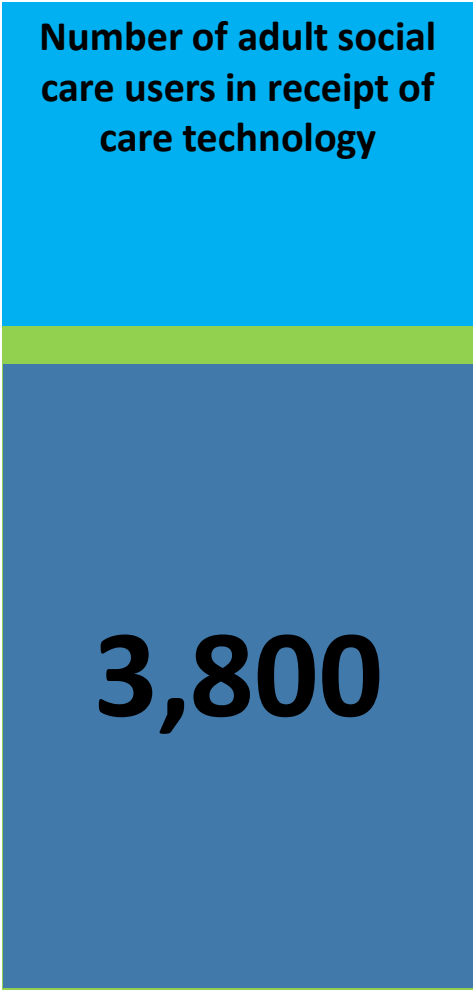
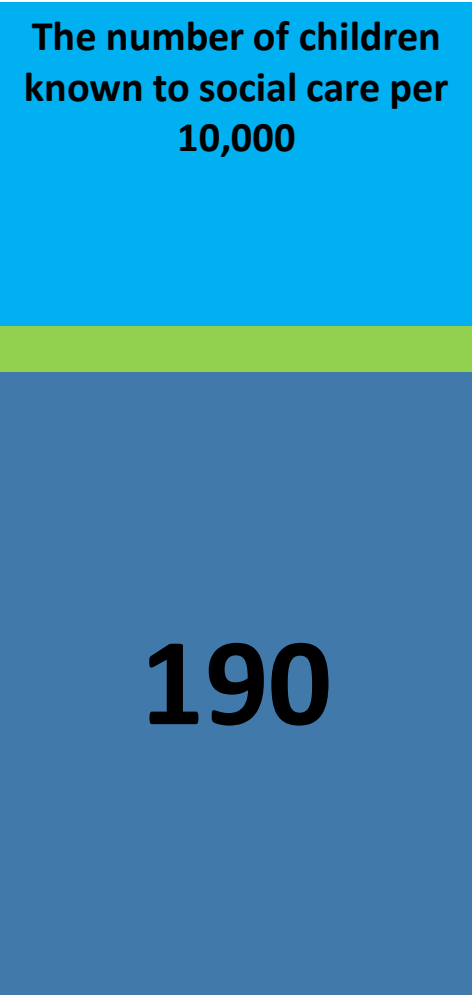
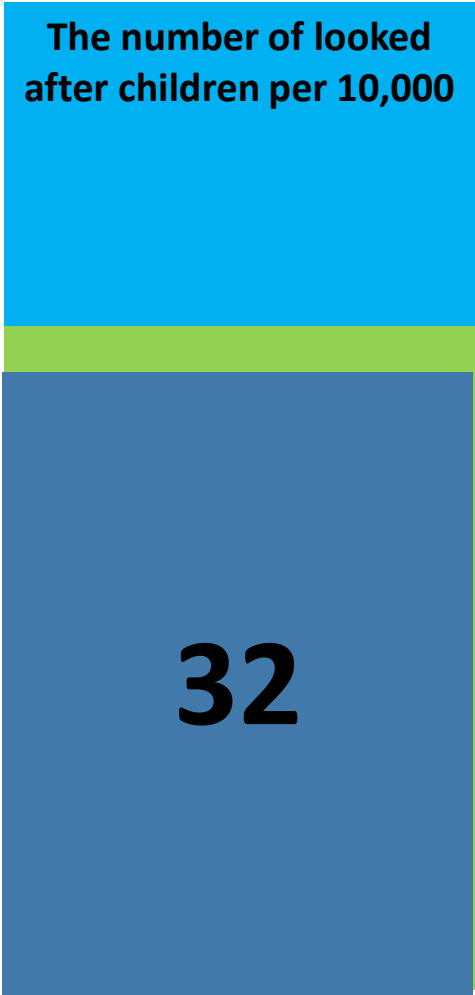
Number of adults with LD known to social services in paid employment

32

190

3,800

435





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This information is issued by:
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