

Maldon District Council: **Equality and Diversity Update**

Fifth Edition: January 2016



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The Equality Act 2010 [Specific Duties] Regulations 2011 brought a requirement for local authorities to publish equality information by 31st January 2012 and for that information to be refreshed at least annually.

Public authorities covered by the specific duties must publish information to demonstrate their compliance with the general equality duty.

The information must include information relating to people who share a relevant protected characteristic who are

- *Its employees (for authorities with more than 150 staff)*
- *People affected by its policies and practices (for example, service users)*

This is the Council's fifth equality summary

1. Introduction

Having the right equality information helps councils to understand the composition and potential needs of its community and analysing relevant trends can help to understand the effect of policies and practices. Making use of equality information also helps the council to identify what steps need to be taken to meet the aims of the Equality Act 2010. The Public Sector Equality Duty therefore requires that all local authorities publish equality information regarding their staff, customers and community

This document summarises relevant equality information and also includes a summary of some of the actions that Maldon District Council has carried out with an equalities aim or impact. It is particularly important that councils bear in mind the three aims of the Equality Duty, which are:-

- To eliminate unlawful discrimination, harassment and victimisation
- To advance equality of opportunity between people who share a protected characteristic and those who do not
- To foster good relations between those who share a protected characteristic and those who do not

These equality aims apply to the nine protected characteristics of Age, Disability, Pregnancy and Maternity, Sex, Gender Reassignment, Religion or Belief, Sexual Orientation, Race and Marriage and Civil Partnership*

* Marriage and Civil Partnership is a protected characteristic for part of the act.

2. The Population of Maldon District

According to the 2011 census the population of the district is as follows.

Age group	Population
0 – 15	10,825
16 – 24	5,634
25 – 44	13,910
45 – 59	13,785
60 – 74	12,077
75 – 84	3,879
85 +	1,519
TOTAL	61,629

The population of the District is an older one with 28% of the residents aged 60 or older compared to much lower figures in larger neighbouring Districts (Chelmsford 23%, Braintree 23% and Colchester 22%). Having an older population does bring challenges particularly in a rural District where services can be more difficult to access and there can be reduced access to public transport.

In addition, statistical analysis shows that there will be a very high percentage jump in the number of people in the higher age groups over the next decade. Predictions show that there will be a 58% increase in those aged 75-84 and a 65% in those aged 85+ as shown in the table below.

Age group	2015	2025	Difference
60/65 – 74*	10848	11527	679 (6%)
75-84	4523	7190	2667 (58%)
85+	1749	2889	1140 (65%)

* 65 for men and 60 for women.

Source: Essex Insight www.essexinsight.org.uk Demographic Forecasts

The fact that the population of the District is ageing is something that the Council is aware of and therefore the protected characteristic of age is concentrated on within the Council's plan and priorities. There have been many examples of work that has been targeted to help those of particular age groups and the section of this report 'Our Community and Having Due Regard to the Equality Duty' details some of those initiatives.

In addition to the fact that the population is ageing there is also the issue of low population density. In the District of Maldon there are 173 people per km compared to 503 in Chelmsford and 244 in Braintree. Having a low population density brings its own challenges.

Source http://www.neighbourhood.statistics.gov.uk/HTMLDocs/dvc134_c/index.html

Disability	Population
Day to day activities limited a lot	4,702
Day to day activities limited a little	6,036
Day to day activities not limited	50,891
TOTAL	61,629

17% of the population of the District are reporting that their daily lives are affected in some way by a disability with 7.5% stating that it limits their lives and their daily activities a lot.

Religion	Population
Christian	40,046
Buddhist	152
Hindu	60
Jewish	99
Muslim	171
Sikh	28
Other	199
No Religion	16365
None stated	4509
Total	61,629

64% of the population of the District describes itself as Christian while 26% state that they have no religion at all.

Race	Population
White British (English, Welsh, Northern Irish)	59,011 (96%)
Irish	358
Gypsy or Irish Traveller	201
Other White	859
White & Black Caribbean	152
White & Black African	56
White & Asian	174
Other Mixed	124
Indian	117
Pakistani	7
Bangladeshi	90
Chinese	104
Other Asian	166
African	59
Caribbean	61
Other Black	30
Arab	8
Any other	52
Total	61,629

The vast majority of the community (96%) states that they are White British, White English, White Welsh or White Northern Irish. The second highest category is Other White followed by Irish.

Summary

The overall picture of the District is one of a relatively small population, low population density and an ageing population. There are quite high levels of disability and the area isn't particularly racially diverse with a predominantly White British population.

3. Our Community and Having Due Regard to the Equality Duty

Maldon District Council is a small local authority with limited resources, so it's important that those resources are used in the most effective way. As shown above, the biggest demographic issue is the fact that the population of the District is ageing. Many of the Council's initiatives are therefore targeted at the age protected characteristic, although of course it is important that the Council has an understanding and awareness of the needs of all its communities.

Achievements this year have included

- Running Crucial Crew for young people – an event that helps to equip young people to meet the challenges that they face in life as they move from primary to secondary school. This includes looking at topics such as personal safety, knowing how to react to dangerous and threatening situations and being aware of their own actions and the safety of others.
- Setting up Junior Park Run, a free weekly 2K run designed to help young people aged between 4-14 years old to maintain their fitness and wellbeing. 72 children participated in the first event designed with the aim of keeping young people active.
- Setting up a new project to target elderly drinkers. The project has been set up in conjunction with Open Road, a registered charity that provides support for individuals affected by drugs and alcohol, to carry out structured alcohol interventions focussed on elderly drinkers.
- Forming a dementia alliance to establish dementia friendly communities to develop a shared vision and approach to dementia in the District.

Protected Characteristic: Age

- Running a Keep Safe scheme for people with learning disabilities. Within this scheme, shops, libraries and businesses display a sign that they are taking part in the Keep Safe scheme. Someone with a learning disability can then use that venue as a safe haven and use it to make a call if they feel distressed or threatened.
- Installing a new hearing loop into a Council meeting room to ensure that meeting and training participants can fully take part in meetings.
- Providing assistance throughout the voting process at the general election (May 2015) for vulnerable groups. This work included the provision of ballot paper selectors to enable those who use Braille to vote.

Protected characteristic: Disability

- Maldon District Council shares an Independent Advisory Group (IAG) with neighbouring Chelmsford City Council. The group meets on a quarterly basis and it enables members from minority or hard to reach communities to discuss issues and have their say on community matters.

- The Council's Safeguarding policy includes strands on areas relevant to some race or religious groups such as Forced Marriage, Honour Based Abuse and FGM.
- Establishing Maldon District Council as a hate crime reporting centre and incidents of hate crime are regularly monitored through the Victim Sub Group of the CSP.

Protected characteristic: Race

- Revamping the Council's reception area so that it is bright and accessible for all users and customer friendly. The new Meet and Greet desk, for example, has been designed to be accessible for all users, including of course wheelchair users, and the area around it has been designed with plenty of space for circulation.

Protected characteristic: All

Plans for the coming year include

- Running a new Older Persons Crucial Crew Event. This event will build on the very successful Crucial Crew events for young people with the aim of giving older people information and advice that can guide them for the future. The planned event will include topics that are of particular relevance for people as they reach older age such as trading standards, fire safety, alcohol awareness and healthy living.
- Setting up an emotional wellbeing conference that will be held in March 2016. This event will be targeted at young people in years 9, 10 and 11 (13 – 16 years of age) and it will focus on mental health and emotional wellbeing for young people. The conference has been funded by the Youth Strategy Group.
- Raising awareness of domestic abuse through the Daisy Project. The programme is looking to extend and improve the multi-agency approach to developing innovative methods of managing those who carry out domestic abuse. The overall aim is to enable individuals and families to have independent and healthy lives.
- The Council's Community Safety Partnership will be arranging new training in Prevent (radicalisation) to supplement the current Prevent Action Plan. That training will be offered to staff and to community partners plus awareness will be raised with partners, schools and community groups.
- The Council is one of the key partners in a new initiative in Mid Essex called 'ConnectWell' which is being launched in February 2016. This is a social prescribing initiative intended to help and support the health and wellbeing of people in Maldon as well as two other areas (Braintree and Chelmsford). Social prescribing is 'more than just medicine' – it's a new way to help people find support with their social, emotional and practical wellbeing in the community and helping to ease pressure on traditional health and social care services.

4. Our Employees

The Public Sector Equality Duty requires that local authorities publish information about their employees to show that they have an understanding of the key equality issues around the workforce and can make decisions accordingly.

Maldon District Council collects some demographic information on matters surrounding its employees and a summary of that is published within this Equality summary each year. Due to the time of publication of this document, only limited statistics are available for the three quarters so far within 2015/16. A new HR system is being implemented and therefore only limited information is currently held. The new system will however provide more extensive information and therefore it is hoped that more extensive information can be published in future years.

The information below is therefore a comparison of the first three quarters of 2015/16 with 2014/15.

Headcount by Gender

	Q1		Q2		Q3	
	14/15	15/16	14/15	15/16	14/15	15/16
Female	144 (64%)	153 (65%)	143 (64%)	156 (66%)	143 (64%)	150 (68%)
Male	82 (36%)	81 (35%)	80 (36%)	81 (34%)	80 (36%)	72 (32%)
Total	226	234	223	237	223	222

Part time staff by Gender

FEMALE	Q1		Q2		Q3	
	14/15	15/16	14/15	15/16	14/15	15/16
Full Time	80 (56%)	84 (55%)	82 (57%)	85 (54%)	82 (57%)	83 (57%)
Part Time	64 (44%)	69 (45%)	61 (43%)	71 (46%)	61 (43%)	63 (43%)
Total	144	153	143	156	143	146

MALE	Q1		Q2		Q3	
	14/15	15/16	14/15	15/16	14/15	15/16
Full Time	67 (82%)	69 (85%)	65 (81%)	69 (85%)	66 (82%)	67 (88%)
Part Time	15 (18%)	12 (15%)	15 (19%)	12 (15%)	14 (18%)	9 (12%)
Total	82	81	80	81	80	76

Part time staff as a percentage of the Workforce

	Q1		Q2		Q3	
	14/15	15/16	14/15	15/16	14/15	15/16
Part time staff	79	81	76	83	75	72
Total staff	226	234	223	237	223	222
Percentage	35%	35%	34%	35%	34%	32%

As shown above, the split between male and female staff is remarkably similar throughout the quarters with only a 2% variation shown within this analysis. There has been a slight increase in the number of female part-time staff overall (71 in quarter 2 of 15/16 compared to 61 in 14/15) but the percentages remain very similar overall. There are more female part time staff than male which is anecdotally what would be expected.

The percentage of part time staff within the workforce as a whole fluctuates slightly. The third quarter of 15/16 shows 32% part time staff which is the lowest in this analysis. However the highest is only 35% so this is only a very slight variation.

There has been a reduction in the workforce overall. In Q2 of 15/16 there were 237 staff compared with 222 in Q3 which equates to a 6% reduction.

Ethnic Group

	Q1		Q2		Q3	
	14/15	15/16	14/15	15/16	14/15	15/16
White	219	210	217	213	216	201

British (inc White British, White English, White Irish, White Scottish, White Welsh)						
White Other	1		1		1	
Mixed White & Asian	1	1	1	1	1	1
Mixed White & Black African						
Asian, Asian British Bangladeshi	1	1	1	1	1	3
Black Other	1		1		1	
Chinese, Chinese British/ Other Ethnic Chinese	2	3	2	4	2	3
Other	1	3	1	3	1	2
Prefer not to say		16		15		12
Total	226	234	224	237	223	222

As you can see above, the ethnic breakdown of the Council's workforce is predominantly White/British which is broadly in line with the demographic breakdown of the District. The breakdown of staff who are not White British changes very slightly across the ethnic groups themselves but the overall percentage remains at 3% across the board. This is very slightly slower than the District overall where 4% of residents state that they are not White British. However, this is not so statistically significant as to be a cause for concern plus a number of staff (5%) have indicated that they would 'prefer not to say' their ethnic origin. It could therefore be the case that the ethnic breakdown will be more in line with the District as a whole if data was held for all staff.

5. Conclusion

Maldon District Council is a small local authority with limited resources. It is very aware of the issues affecting its ageing population and the problems that being a rural area with a low density population can bring.

The Council puts in place a number of initiatives throughout the year to meet the needs of its community and has plans for the coming year that will extend that even further.

In terms of the workforce, the Council's staffing generally reflects the population of the District as a whole. Information is not currently held on all aspects of staffing and that will be improved over the coming year through the installation of a new HR system which will provide more extensive staff information.