



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

January 2018

1. Introduction

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

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, the community and service users)

Having the right equality information helps councils to understand the composition and potential needs of its community. Making use of that information also helps councils to identify what steps need to be taken to meet the aims of the Equality Act 2010.

2. Our Population

Statistics show that population within the Maldon District is older when compared with the rest of Essex. According to the 2011 census 28.4% of Maldon residents are 60 and over, compared to 25.1% within the rest of Essex, 23.9% in the East of England and 22.4% in England overall. This situation is expected to continue with predictions for an older population for the area. According to Essex Insight, 38% of the Maldon population will be 60 or over by 2028.*

For a full demographic breakdown of the Maldon District, please see the 2017 Equality Information document at

https://www.maldon.gov.uk/info/20066/policies_and_strategies/6011/equality_and_diversity/2

* Essex Population Projections 2014-2039 www.essexinsight.org.uk

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

Protected Characteristic: Age

- The Council provides opportunities for young people to get into the world of work. The Council arranges work experience, explores internships and placements where possible and provides apprenticeships. In addition, the Council attends Careers Fairs to publicise the possibilities available.
- Maldon Walking Football won community project of the year at the Maldon District Sports Awards. Walking football is designed for those over 50 to enjoy football, getting fit and socialising without having to worry about not having the required level of fitness.
- The Council also provides a 'Just Play' football scheme for men and women over 16 that enables them to get fit and to socialise without the need for the commitment of a regular team. Afterschool football clubs are also provided at the Plume School for boys and girls between the ages of 11 and 15.
- The Council is a partner in Livewell, a campaign to improve health and wellbeing across Essex. The campaign has a number of aims, two of which are around age – giving children the best start in life and helping people to plan for a healthy retirement. The rest are around health and wellbeing. Livewell includes a website which can be found at www.livewellcampaign.co.uk and the Council hosted a free health and wellbeing event at the

Council on 26th January. The Council is also a partner in ConnectWell which aims to reduce inequalities via 'social prescribing'. That is referring people to help and support via other agencies and services.

- The Essex Lifestyles Service (Provide) offers free drop in lifestyle advice from the Council offices once a week.
- The Council has backed the Warm Maldon campaign which aims to provide help to those in the District at risk from the cold. This could be caused by different factors but include age or health as key issues. The campaign therefore aims to raise awareness of issues and provide guidance for keeping warm, safe and well.
- The Council is part of and hosted the launch of the Think Family Forum in the Maldon District. This gives local organisations and agencies working with children, young people and families an opportunity to network, share ideas and jointly identify solutions.
- A project is underway which is looking at the high risk of loneliness and isolation in some rural communities. By working with local groups and churches the aim is to help the community to find local solutions to the problem.
- The Council is a member of the Maldon Youth Strategy Group which is a partnership group facilitated by Youth Service Commissioners which relates to improving access to services for 13-19 years olds in the Maldon District.
- Various projects have been taking place to help young people to develop the skills that they need for the future. They include Crucial Crew which provides life skills for young people as they transition to secondary school. Workshops include online safety, fire safety, road and cycle safety, stranger danger and anti-bullying. Firebreak is a programme that promotes a culture of safety, team work and citizenship for young people aged 14 - 16 years of age. The Stay Safe this Summer project looked at drugs and alcohol awareness for young people. And the Street Art Project worked with young people to implement street art on the skate park within Promenade Park bringing about pride and ownership in the area.
- Finally, the Council was awarded Active Essex Workplace of the Year at the Active Essex Sports Awards in December 2017.

Protected Characteristic: Sexuality and Transgender

- The Council flew the Rainbow flag to celebrate Essex Pride on 24th June 2017 to demonstrate its support for the LGBTQI communities.
- For the first time, the Council flew the Transgender Remembrance Flag as a sign of respect on 20th November 2017. The Transgender day of Remembrance is an annual event that honours the memory of those who were lost or who have suffered as a result of anti-transgender violence.

Protected characteristic: Disability

- The Council supported Essex Dementia Day in January 2017 by having a pop-up information and advice stand at the Blackwater Leisure Centre. The aim of the day was to raise awareness of dementia and to develop dementia friendly communities who could work together to transform the lives of people living with dementia. The day was provided in conjunction with Essex County Council and Dementia Action Alliance.
- The Keep Safe Scheme, which provides a safe haven for vulnerable people if they find themselves in difficulty in the District has been extended and now includes the Dengie Hundred Sports Centre in Burnham on Crouch and the Blackwater Leisure Centre in Maldon. A website was launched in June 2017 that enables people with learning disabilities to sign up to the safety scheme.
- The Council is working through the process of publishing a list of wheelchair accessible vehicles for hire. This is currently underway and once complete and published it will place duties on taxi and private hire drivers to
 - Carry the passenger while in the wheelchair
 - Not to make an additional charge for doing so
 - Carry the wheelchair if the passenger chooses to sit in a passenger seat
 - Take such steps as are necessary to ensure that the passenger is carried in safety and reasonable comfort; and

- Give the passenger such mobility assistance as is reasonably required
It will be an offence not to comply with these duties unless the driver has an exemption certificate on medical grounds.

Protected characteristic: Race

- The Council has carried out Gypsy and Traveller Awareness training for staff to ensure that there is understanding of the challenges faced by the community. It has also developed a working relationship with Domestic Violence Support groups particularly in relation to helping those from the Gypsy and Traveller community.
- Officers have also been involved in a County wide meeting aimed at developing a code of conduct for Gypsies and Travellers in illegal encampments.
- The Council worked in conjunction with partners to help to resettle a refugee family who the UNHCR had deemed to be vulnerable. Partners worked together to look at the package of help that the family needed to help them move from a country at war.

Protected characteristic: Religion

- The Council has endorsed the principles of the Essex Faith Covenant and will shortly be formally signing up to the agreement. The Faith Covenant is an agreement to join forces to work together to tackle social issues such as building inclusive communities and tackling social isolation. The Essex Faith Covenant involves more than 100 faith group and community leaders.
- The Council has been invited to take part in a Faith Covenant Steering Group which will encourage groups to work collectively to tackle joint priorities over issues such as disadvantage, loneliness and isolation.

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, statistics are only available for the three quarters so far within 2017/18. Therefore a comparison is published here of the first three quarters of 16/17 and 17/18.

Headcount by Gender

		Q1		Q2		Q3	
		16/17	17/18	16/17	17/18	16/17	17/18
Female	Headcount	152	153	158	149	160	151
	FTE	128.36	122.84	132.86	121.50	131.98	122.66
	% Workforce	68.47%	67.11%	68.70%	66.22%	68.97%	65.37%
Male	Headcount	70	75	72	76	72	80
	FTE	65.77	69.39	67.77	71.64	65.46	75.61
	% Workforce	31.53%	32.89%	31.30%	33.78%	31.03%	34.63%
Total	Headcount	222	228	230	225	232	231
	FTE	194.13	192.23	200.63	193.15	197.44	198.27

Part time staff by Gender

FEMALE	Q1		Q2		Q3	
	16/17	17/18	16/17	17/18	16/17	17/18
Full Time	94 (62%)	84 (55%)	98 (62%)	81 (54%)	94 (59%)	85 56%
Part Time	58 (38%)	69 (45%)	60 (38%)	68 (46%)	66 (41%)	66 44%
Total	152	153	158	149	160	151

MALE	Q1		Q2		Q3	
	16/17	17/18	16/17	17/18	16/17	17/18
Full Time	63 (90%)	65 (87%)	65 (90%)	68 (89%)	61 (85%)	72 90%
Part Time	7 (10%)	10 (13%)	7 (10%)	8 (11%)	11 (15%)	8 10%
Total	70	75	72	76	72	80

Ethnic Group

	Q1		Q2		Q3	
	16/17	17/18	16/17	17/18	16/17	17/18
White British	157 (71%)	162 (71%)	166 (72%)	162 (72%)	165 (71%)	161 (70%)
White English	44 (20%)	48 (21%)	45 (20%)	48 (21%)	47 (20%)	43 (19%)
White Irish	1	2	1	2	1	5 (2%)
White Scottish	2	2	1	2	2	2
White Welsh	1		1	1	1	1
Mixed White & Asian	1		1	1	1	1
Mixed White & Black Bangladeshi		1		2		
Asian, Asian British, Bangladeshi	3 (1%)		3 (1%)		3 (1%)	2
Asian, Asian British, Pakistani						1
Chinese, Chinese British/ Other Ethnic Chinese	1	1	2	1	1	1
Other	3 (1%)	3 (1%)	3 (1%)	2	3 (1%)	4 (1%)
Prefer not to say	9 (4%)	9 (4%)	7 (3%)	4 (2%)	8 (3%)	10 (4%)
Total	222	228	230	225	232	231