



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

January 2019

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

It has been shown that the 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.

Looking at population projections provided by Essex Insight*, the next ten years will see an increase in the overall population in the District from 64,069 in 2019 to 67,602 in 2029 an increase of 5.5%. Projected increases in the older age groups are significantly higher with a projected increase in those aged 74–84 of 45% and those aged 85+ of 67% **.

The Council is therefore mindful that age is a key protected characteristic and considers that within its work.

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

Or for more information visit * Essex Insight www.essexinsight.org.uk

** Population Projections	74 - 84	Increase	85+	Increase
2029	7731	45%	3207	67%
2019	5339		1922	

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

Protected Characteristic: All

- The Council funds an Advice Service for all residents to ensure that they receive advice and support on a wide range of issues including equality and discrimination.

Protected Characteristic: Age

- Maldon District Council has instigated a project to combat social and rural isolation and reduce loneliness – both of which will often impact older people in the community. A range of projects brought together under the banner of ‘Four Ts’ have been launched in the villages of Tolleshunt Knights, Tolleshunt D’Arcy, Tollesbury and Tolleshunt Major. These include opportunities to meet other residents for social activities on a weekly basis. This project won the Age Well Award at the Marvels of Mid Essex awards in 2018.
- The Council funded a mentoring programme for young people and delivered sessions to all year groups around gangs, drugs and exploitation.
- The Council also provides free accommodation for the charity Homestart which provides support for young families.
- Maldon District Council’s Health Improvement Officer administers various projects through the Livewell Grant scheme. Activities provided this year include
 - An Older People’s event has taken place every month as a chance for people to meet, undertake activities and receive talks and updates. As well as offering practical help this event also helps with social isolation.
 - Hearing Help Essex provide support with the maintenance of hearing aids.
 - The Council has provided Dementia Training for both its staff and staff in partner agencies to gain an understanding of how dementia can affect people.

Protected Characteristic: Pregnancy and Maternity

- The Council offices became a Breast Feeding Friendly site in June 2018. This will enable new and nursing mothers to breast feed within the Council premises with confidence and in a relaxed and comfortable environment.

Protected Characteristic: Sexuality and Transgender

- The Council flies the Rainbow flag each year to celebrate Essex Pride and also marks the Transgender Day of Remembrance, which honours the memory of those whose lives were lost or who suffered as a result of anti-transgender violence. The Council therefore flies the Transgender Remembrance flag as a sign of respect.

Protected characteristic: Disability

- The Keep Safe initiative for adults with learning disabilities continues and the number of participants continues to grow. Keep Safe is a scheme that helps vulnerable residents to feel safer in town centre locations by providing locations where they know they will get help.
- The Council provides free accommodation for both the community transport scheme and talking newspapers who provide free audio news and articles for blind and visually impaired residents. These both benefit people with disabilities.
- Council staff have been trained as mental health first aiders, so that they recognise signs of mental ill health in colleagues and can offer help and advice. Similarly, staff have been trained in helping customers and colleagues who are at risk of taking their own lives and can help with suicide prevention.

Protected characteristic: Race

- Council staff have been trained as Hate Crime Ambassadors and can now take reports of hate incidents. As part of their roles they will be carrying out Hate Crime awareness activities.

Protected characteristic: Religion

- Maldon District Council is a member of the Essex Faith Covenant. The aim of the covenant is for different religious groups, along with the public sector, to work together to strengthen community cohesion and tackle social isolation. As part of this work, the Council held an event in November to celebrate inter faith week.

- The Chairman of the Council visited the Maldon District Islamic Cultural Centre, for a tour and to meet those involved in the Centre, including the President and Imam. The centre is a thriving Mosque and registered charity that is very much part of the community.

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 two quarters so far within 2018/19. Therefore a comparison is published here of the first two quarters of 17/18 and 18/19.

Headcount by Gender

		Q1		Q2	
		17/18	18/19	17/18	18/19
Female	Headcount	153	154	149	150
	FTE	122.84	123.98	121.50	120.52
	% Workforce	67.11%	65.25%	66.22%	65.70%
Male	Headcount	75	82	76	78
	FTE	69.39	77.83	71.64%	73.62%
	% Workforce	32.89%	34.75%	33.78%	34.21%
Total	Headcount	228	236	225	228
	FTE	194.13	201.81	193.15	194.14

Part time staff by Gender

FEMALE	Q1		Q2	
	17/18	18/19	17/18	18/19
Full Time	84 (55%)	83 (54%)	81 (54%)	80 (53%)
Part Time	69 (45%)	71 (46%)	68 (46%)	70 (47%)
Total	153	154	149	150

MALE	Q1		Q2	
	17/18	18/19	17/18	18/19
Full Time	65 (87%)	74 (90%)	68 (89%)	69 (88%)
Part Time	10 (13%)	8 (10%)	8 (11%)	9 (12%)
Total	75	82	72	78

Ethnic Group

	Q1		Q2	
	17/18	18/19	17/18	18/19
White British	162 (71%)	168 (71%)	162 (72%)	163 (71%)
White English	48 (21%)	48 (20%)	45 (21%)	45 (20%)
White Irish	2	3	1	3

White Scottish	2	2	1	2
White Welsh		1	1	1
Mixed White & Asian		1	1	1
Mixed White & Black Bangladeshi	1		2	
Asian, Asian British, Bangladeshi		2		2
Asian, Asian British, Pakistani				
Chinese, Chinese British/ Other Ethnic Chinese	1	1	1	1
Other	3	3	2	3
Prefer not to say	9 (4%)	7 (3%)	4 (2%)	7 (3%)
Total	228	236	225	228