



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

January 2021

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.

The current population of Maldon District is 64,400 (as at 2018).

The working age population is decreasing (ages 16-64). Between the years of 2010-2018 the working age population has decreased by 4.1%.

By 2029 it is projected that the Maldon District population aged 65+ will be 18,211 and have increased by an additional 2,180 people and will be equivalent to 26.9% of the total population of the District of 67,700

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

The last census was in 2011 with another due to take place in 2021.

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

Protected Characteristic: All

- Council staff have been trained as Hate Crime Ambassadors and can report hate incidents. As part of their roles they will be carry out Hate Crime awareness activities.
- The Council utilises its engagement platforms to raise the profile of equality and diversity through communication campaigns.

Protected Characteristic: Age

- The Council is a partner in the Maldon Livewell Partnership Board. The group is an operational group that has a purpose of improving health and well-being in the Maldon district.

The board is comprised of a range of delivery partners that work together to address the health priorities local residents.

- Maldon District Council's Health Improvement Officer administers various projects through the Livewell Grant scheme to improve physical health, mental health and combat social and rural isolation and reduce loneliness.
- The Council provides free accommodation for the charity Homestart which provides support for young families.
- The Council delivers school awareness sessions to all year groups around gangs, drugs and exploitation.
- 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.
- The Council is working with Maldon and District CVS and range of community partners as part of Maldon Community Coronavirus Response, to offer support to those who are shielding, or someone else in need.

Protected Characteristic: Pregnancy and Maternity

- The Council offices is a Breast Feeding Friendly site. This enables 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 is for adults with learning disabilities. 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.
- 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.
- The Council, in conjunction with community partners, is creating a visitor itinerary and guide to Maldon Town for people with sensory or physical disabilities. Sensory Champion training has been provided to Council officers and to specially chosen attractions and venues.
- Maldon District Council is a member of the Maldon District Dementia Alliance Group which works collaboratively to build a dementia friendly community.
- The Council has provided Dementia Training for both its Councillors and staff to increase awareness of how dementia can affect people.

Protected characteristic: Race

- The Council has continued to support an array of awareness raising events through its internal and external engagement platforms.

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.

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 2020/21. Therefore a comparison is published here of the first two quarters of 20/21 and 19/20.

Headcount by Gender

		Q1		Q2	
		20/21	19/20	20/21	19/20
Female	Headcount	118	130	120	117
	FTE	97.63	107.34	99.45	95.8
	% Workforce	62%	66.3%	62.5%	65.4%
Male	Headcount	72	66	72	62
	FTE	69.54	62.57	70.64	59.20
	% Workforce	38%	33.7%	37.5%	34.6%
Total	Headcount	190	196	192	179
	FTE	167.17	170.18	170.09	152.91

Part time staff by Gender

FEMALE	Q1		Q2	
	20/21	19/20	20/21	19/20
Full Time	73	69	70	67
Part Time	45	61	55	50
Total	118	130	125	117

MALE	Q1		Q2	
	20/21	19/20	20/21	19/20
Full Time	66	59	66	56
Part Time	6	7	5	6
Total	72	66	71	62

Ethnic Group

	Q1		Q2	
	20/21	19/20	20/21	19/20
White British	136	137	137	129
White	33	40	34	37

English				
White Irish	1	2	1	1
White Scottish	2	2	2	2
White Welsh		1		
Mixed White & Asian	2	2	2	1
Mixed White & Black Bangladeshi				
Asian, Asian British, Bangladeshi	2	2	2	2
Asian, Asian British, Pakistani				
Chinese, Chinese British/ Other Ethnic Chinese				
Mixed White & Black Caribbean			1	0
Black Black British African	2		3	0
Black Black Caribbean	1		1	0
Mixed White & Black African	1			
Other	3	3	2	7
Prefer not to say		7	11	0
Total	182	196	196	179