

Maldon District Council: Equality, Diversity and Inclusion annual report

January 2022



1. Introduction

To ensure transparency and to assist in the performance of the public sector equality duty, the Equality Act 2010 [Specific Duties] Regulations 2011 requires public authorities to publish information to demonstrate compliance annually and to publish equality objectives at least every four years.

Having the right equality information helps local authorities 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 achieve the objectives set out under s149 of the Equality Act 2010.

2. Our Population

The population of Maldon District as of 2020 was 65,400.

The population of the district between the ages of 16-64 as at 2020 was 38,000, 58.2% of its population. The jobs density, i.e., the ratio of total jobs to population aged 16-64 for the district as of 2019 was 0.68, a total of 26,000 jobs available to its residents. The total jobs include employees, self-employed, government-supported trainees, and HM Forces.

The last published census results were in 2011. A further census took place in 2021, the results of which will be released in a staged approach over three key releases, June 2022 being the first release date currently planned.

Source: [Nomis – Official Labour market Statistics](#).

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

Equality, Diversity and Inclusion Policy 2022

We recognise and value the diversity of our residents as well as those who choose to work and who visit the district. The Council is committed to continue to look to build an inclusive workplace, promoting EDI through its business functions and work to ensure that people are treated fairly and that everyone can live, learn and relax in the district.

To ensure we can meet the Public Sector Equality Duty within the Equality Act 2010 during 2021 we reviewed our previous Equality and Diversity policy, and this now includes inclusion. This revised policy is a statement of our approach to both workforce and community equality, diversity and inclusion with revised objectives for the year ahead which will be reviewed annually. The policy was approved by the Council and has full Councillor support for its objectives.

The Council recognises that it serves our employees and customers but also works to engage its communities to deliver positive change in the district. The policy has three specific focuses:

- Our workforce
- Our customers
- Our communities

Equality, Diversity, Inclusion objectives

The following objectives are set out within the policy; the Council will achieve its vision by delivering against each of these:

Objective 1: We will identify the ways to improve our workforce data collection which will be used to inform policy development and workforce strategy

Objective 2: We will provide learning opportunities for our workforce and our Members to develop a wider understanding of our communities and their diverse needs

Objective 3: As officers and Members we will improve our knowledge of, and our contact with, all communities and ensure that communities can continue to be involved in decision making processes

The policy for Equality, Diversity and Inclusion (EDI) will be reviewed annually to ensure we are meeting our objectives and to consider revised objectives for the following year.

Internal EDI champions work to support and actively promote activities internally to meet the objectives through identifying learning and development opportunities.

Protected Characteristic: All

- In early 2022, all the Councils workforce and Elected Members will be receiving mandatory Equality, Diversity and Inclusion training. The training will ensure awareness of language, the importance of behaviours and what it means to have an inclusive culture.
- The Council utilises its public facing engagement platforms to raise the profile of EDI through communication campaigns.

Protected Characteristic: Age

- The council provides equal opportunities for development and training to all employees and roles, regardless of age.
- No roles within the organisation have a compulsory retirement age, protecting the ageing workforce to continue employment through choice and ability
- The Council supports flexible working arrangements for employees by adopting flexible retirement practices within the provision of the Local Government Pension Scheme, helping to retain the knowledge, skills and experience of long serving and valuable employees.
- 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 wellbeing in the Maldon district. The board is comprised of a range of delivery partners that work together to address the health priorities of Maldon residents.
- StartWell and AgeWell are two key components of the Livewell group which look to reduce health inequalities by ensuring children have the best start in life and that older adults can lead a healthy lifestyle.
- 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 have been adversely affected by the pandemic

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, where office-working is applicable.
- Maternity and Adoption Leave Pay Policy and Procedure ensures that pregnant women and those who have just given birth are treated fairly. The inclusion of adoption within this policy ensures that all sexes are eligible for adoption leave, advancing equality of opportunity for people within same sex partnerships.

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 flies the Transgender Remembrance flag as a sign of respect.
- Corporate messages ensure employees email signatures are regularly updated to promote relevant topics during the year.
- The Council enables equal opportunity in all aspects of employment.
- Job specifications are limited to the requirements necessary for the effective performance of the job, regarding of protected characteristics.

Protected characteristic: Disability

- 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 is a Level 1 Disability Confident Committed employer following a number of core actions around recruitment, training, retention, consultation and disability awareness.
- Offering a Guaranteed Interview Scheme and adjustments to the recruitment process as required and as requested.
- 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.
- 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 Action Alliance (MDDAA) which works collaboratively to build a dementia friendly community.
- The Council provided Dementia Training during 20/21 and further into 2022 for both its Councillors and staff to increase awareness of how dementia can affect people.

- Maldon District Council are reviewing accessibility across key tourist destinations to ensure our District is welcoming place for all.

Protected characteristic: Race

- The Council has continued to support an array of awareness raising events through its internal and external engagement platforms.
- The Council enables equal opportunity in all aspects of employment.

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 public 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.

The Council collects certain personal information to enable it to monitor equal opportunities to ensure that no favourable treatment is given on the grounds of any of the protected characteristics. A summary of this is provided below. Due to the time of publication of this document, statistics are provided for the first two quarters of the current and last financial years for comparators.

Headcount by Gender

		Q1		Q2	
		21/22	20/21	21/22	20/21
Female	Headcount	127	118	127	120
	FTE	107.31	97.63	107.54	99.45
	% Workforce	62	62%	60%	62%
Male	Headcount	79	72	85	72
	FTE	77.57	69.54	82.9	70.64
	% Workforce	38%	38%	40%	37%
Total	Headcount	205	190	211	195
	FTE	160.91	167.17	172.16	170.09

Part time staff by Gender

FEMALE	Q1		Q2	
	21/22	20/21	21/22	20/21
Full Time	73	73	73	70
Part Time	54	45	54	55
Total	127	118	127	125

	Q1		Q2	
MALE	21/22	20/21	21/22	20/21
Full Time	75	66	80	66
Part Time	4	6	5	5
Total	79	72	85	71

Ethnic Group

	Q1	Q2

	21/22	20/21	21/22	20/21
White British	145	136	149	137
White English	36	33	39	34
Other / Unspecified	11	7	8	11
White Irish, With Scottish, White Welsh, Mixed White & Asian, Mixed White & Black Bangladeshi, Asian, Asian British, Bangladeshi, Asian, Asian British, Pakistani, Chinese, Chinese British/ Other Ethnic Chinese, Mixed White & Black Caribbean, Black, Black British African, Black, Black Caribbean, Mixed White & Black African, prefer not to say	13	14	15	13
Total	205	190	211	195