

**Maldon District Council Equality Analysis**

Please complete the questions below as fully as possible - the boxes will expand to accommodate your text. Please include the document version in the footer below.

<p>Title <b>Equality, Diversity and Inclusion State of Policy</b></p>	<p><b>Date</b> April 2021</p>	<p><b>Officer Preparing</b> Natasha Brown HR Specialist Level 1, Luke Daley, Joshua Fulcher Strategic Theme Lead – Community</p>
<p><b>1. Background</b></p>		
<p><b>1.1 Description of proposal / policy / service</b> (Including aims, outcomes and in the case of an existing service how long it has been delivered in its current format)</p> <p>Maldon District Council is committed to promoting Equality, Diversity and Inclusion (EDI) as a community leader, as a service provider and as an employer. The policy is intended to assist the Council in promoting EDI through its business functions and work to ensure that people are treated fairly, and that everyone has an opportunity to live, learn and relax in the District.</p> <p>The policy is intended to the assist the Council in embedding EDI into decision-making, policies and to help tackle unlawful discrimination. Compliance with this policy should also ensure that employees do not commit unlawful acts of discrimination.</p>		
<p><b>1.2 Who are the users of the proposal / policy / service</b> (Refer to data held about the users of the service i.e. numbers of users, demographic breakdown. Having this information is important to understand which sectors of the community might be affected. If that is not available refer to the demographic data held on the intranet.)</p> <p>The policy refers to our workforce, Members, customers, suppliers, and our community.</p> <p><a href="#">Equality Act 2010   Equality and Diversity   Maldon District Council</a></p>		
<p><b>1.3 Have users been consulted with?</b> (Have you carried out consultation with users or stakeholders while drawing up the proposal / policy / service? For example, have you carried out a formal consultation, discussed the issue with a Friends/User Group or consulted with stakeholders? If so, outline the results and how it has informed your plans. It's also important to show whether the target audience was reached during the consultation.)</p> <p>We have undertaken consultations with both Unison and the Corporate Leadership Team.</p>		
<p><b>1.4 If the analysis is regarding an existing Service, what are users' views of that Service?</b> (Base your view on evidence such as satisfaction surveys, levels of compliments and levels of complaints).</p> <p><b>Not applicable</b></p>		

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**2. Equality Aims – consider how the proposal / policy / service meets the three Equality Aims listed in the Equality Act.**

Aim	How does the proposal / policy / service meet the equality aim?	Action or addition needed in order that the proposal / policy / service meets the aim?
<p><b>2.1 To eliminate unlawful discrimination, harassment and victimisation</b></p>	<p>The policy states: <i>“Maldon District Council is committed to promoting EDI as a community leader, as a service provider and as an employer. This strategy is intended to assist the Council in promoting EDI through its business functions and work to ensure that people are treated fairly, and that everyone has the opportunity to live, learn and relax in the District.</i></p> <p><i>We will address inequality both in the workplace and in relation to access to services:</i></p> <p><i>In the workplace, we will continuously strive to ensure that our workplace is free of harassment and bullying; we will make sure that everyone is treated with dignity and respect. The Council has a separate Grievance Policy which deals with these issues.</i></p> <p><i>In the community, we will use our position to work with partners and stakeholders to eliminate barriers and ensure that individuals and our communities have a sense of belonging and understanding.”</i></p> <p><i>It also states that the reader should refer to the Council’s Equality Act 2010 Guidance for additional information on protected characteristics and types of discrimination, as covered by the Equality Act 2010’</i></p>	
<p><b>2.2 To advance equality of opportunity between people who share a protected characteristic and those who do not</b></p>	<p>The Policy states that the Council will tackle unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. It also makes particular reference to equal opportunities in employment and states that candidates for employment or promotion will be assessed objectively against the requirements for the job, taking account of any reasonable</p>	

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	<p>adjustments that may be required from candidates with a disability and that disability and personal or home commitments will not form the basis of employment decisions except where necessary. Managing these in an appropriate and fair way ensures that equality of opportunity is advanced.</p> <p>The Council recognises that we cannot work in isolation to advance equality of opportunity across the District. Therefore, we are committed to working and engaging with partners, stakeholders and businesses to address this issue to ensure Maldon District a good place to live and to work.</p>	
<p><b>2.3 To foster good relations between those who share a protected characteristic and those who do not</b></p>	<p>The policy aims to ensure that employees and Members are aware of the Equality Act 2010 and should comply with the act.</p> <p>Also, the Council will work with communities to build resilience and cohesion. The Council will build on the strengths and capabilities of our communities; we will work collaboratively with public, voluntary, faith and community groups to promote integration; provide platforms to engage for those who share a protected characteristic and those who do not; facilitate constructive engagement with all community groups on policies and procedures and work with partners and communities to tackle hate crime in the District.</p>	

**3. Equality Impacts – examine how the proposal / policy / service impacts on the community. Base the analysis on evidence. Attach additional documents if necessary.**

Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
<p>3.1 Age (What will the impact be on different age groups such as younger or older people?)</p>	<p><input checked="" type="checkbox"/> x</p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p>The policy clearly states that the Council is committed to providing equal opportunities in employment and avoiding unlawful discrimination in all aspects of employment including recruitment, promotion, training</p>	

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				<p>opportunities, pay and benefits, discipline and selection for redundancy. It clearly states that it is unlawful to discriminate directly or indirectly in recruitment or employment because of age.</p> <p>The policy states that the Council recognises that it cannot work in isolation and that we will work with our partners and communities for the benefit of the community. We will work to engage with all ages to ensure that the District is an inclusive and diversity-friendly district.</p>	
<p><b>3.2 Disability</b> (Consider all disabilities such as hearing loss, dyslexia etc as well as access issues for wheelchair users where appropriate)</p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p>The Policy clearly states that the Council is committed to providing equal opportunities in employment and avoiding unlawful discrimination in all aspects of employment including recruitment, promotion, training opportunities, pay and benefits, discipline and selection for redundancy. It clearly states that it is unlawful to discriminate directly or indirectly in recruitment or employment because of disability.</p> <p>The policy states that the Council recognises that it cannot work in isolation and that we will work with our partners and communities for the benefit of the community. We will work to engage with people with disabilities to ensure that the District is an inclusive and diversity-friendly district.</p>	<p>The policy also refers to the document 'Employing People with Disabilities'.</p>
<p><b>3.3 Pregnancy and Maternity</b> (Think about pregnancy, new and breastfeeding Mums)</p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p>The Policy clearly states that the Council is committed to providing equal opportunities in employment and avoiding unlawful discrimination in all aspects of employment including recruitment, promotion, training opportunities, pay and benefits, discipline and selection for redundancy. It clearly states that it is unlawful to discriminate directly or indirectly in recruitment or employment because of pregnancy and maternity.</p>	

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				The policy states that the Council recognises that it cannot work in isolation and that we will work with our partners and communities for the benefit of the community. We will work to engage with all communities to ensure that the District is an inclusive and diversity-friendly district.	
3.4 Sex (is the service used more by one gender and are the sexes given equal opportunity?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The Policy clearly states that the Council is committed to providing equal opportunities in employment and avoiding unlawful discrimination in all aspects of employment including recruitment, promotion, training opportunities, pay and benefits, discipline and selection for redundancy.</p> <p>It clearly states that it is unlawful to discriminate directly or indirectly in recruitment or employment because of sex.</p> <p>The policy states that the Council recognises that it cannot work in isolation and that we will work with our partners and communities for the benefit of the community. We will work to engage with all communities to ensure that the District is an inclusive and diversity-friendly district.</p>	
<b>Impacts</b>	<b>Positive impact (X)</b>	<b>Could adversely impact (X)</b>	<b>No impact (X)</b>		
3.5 Gender Reassignment (Is there an impact on people who are going through or who have completed Gender Reassignment?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The policy clearly states that the Council is committed to providing equal opportunities in employment and tackle unlawful discrimination in all aspects of employment including recruitment, promotion, training opportunities, pay and benefits, discipline and selection for redundancy.</p> <p>It clearly states that it is unlawful to</p>	

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				<p>discriminate directly or indirectly in recruitment or employment because of gender re-assignment.</p> <p>The policy states that the Council recognises that it cannot work in isolation and that we will work with our partners and communities for the benefit of the community. We will work to engage with all communities to ensure that the District is an inclusive and diversity-friendly district.</p>	
<p><b>3.6 Religion or belief</b> (Includes not having a religion or belief)</p>	<p><b>x</b> <input checked="" type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p>The policy clearly states that the Council is committed to providing equal opportunities in employment and tackling unlawful discrimination in all aspects of employment including recruitment, promotion, training opportunities, pay and benefits, discipline and selection for redundancy.</p> <p>It clearly states that it is unlawful to discriminate directly or indirectly in recruitment or employment because of religion or belief.</p> <p>The policy states that the Council recognises that it cannot work in isolation and that we will work with our partners and communities for the benefit of the community. We will work to engage with faith communities to ensure that the District is an inclusive and diversity-friendly district.</p>	
<p><b>3.7 Sexual Orientation</b> (What is the impact on heterosexual, lesbian, gay or bisexual people?)</p>	<p><b>x</b> <input checked="" type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p>The policy clearly states that the Council is committed to providing equal opportunities in employment and tackling unlawful discrimination in all aspects of employment including recruitment, promotion, training opportunities, pay and benefits, discipline and selection for redundancy.</p> <p>It clearly states that it is unlawful to discriminate directly or indirectly in recruitment or employment because of sexual orientation.</p>	

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				The policy states that the Council recognises that it cannot work in isolation and that we will work with our partners and communities for the benefit of the community. We will work to engage with all communities to ensure that the District is an inclusive and diversity-friendly district.	
3.8 Race (Includes ethnic or national origins including Gypsies and Travellers)	x <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The policy clearly states that the Council is committed to providing equal opportunities in employment and tackle unlawful discrimination in all aspects of employment including recruitment, promotion, training opportunities, pay and benefits, discipline and selection for redundancy.</p> <p>It clearly states that it is unlawful to discriminate directly or indirectly in recruitment or employment because of race.</p> <p>The policy states that the Council recognises that it cannot work in isolation and that we will work with our partners and communities for the benefit of the community. We will work to engage with all communities to ensure that the District is an inclusive and diversity-friendly district.</p>	
3.9 Socio-Economic Group (Will people of any particular socio-economic group be particularly affected?)	x <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Whilst socio-economic group is not a protected characteristic, the nature of the policy seeks to ensure that there is equality of opportunity for all.	
<p><b>4. Is there a Cumulative Impact?</b> (If the same group is the subject of many changes or reductions the overall impact is much greater. Consider what else is happening within Maldon District Council that may have an impact and also what we know is happening elsewhere (such as Essex County Council). See Guidance for further advice.)</p> <p>None</p>					
<p><b>5. Outcome</b></p>					

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**5.1 Consider all the analysis and evidence above and indicate**

(1) No change needed

**5.2 Adjustments**

If option (2) above is selected please detail what adjustments are needed, who is responsible and how that will be reviewed. Also outline how that will be agreed (ie Committee, CMT).

None required

**5.3 Decision Making** (How will this equality analysis be taken into account during the decision making process? For example will it be included with a report to Committee/CMT? Will it be considered at department level or by a Head of Service? How will community/stakeholders views be taken into account?)

This will be included in the report for S&R committee on the 15 June 2021

**6.0 Next Steps**

**6.1 If there was a lack of evidence or data held on which to base this assessment, how will that gap be addressed for the future?**

Not applicable

**6.2 Summary of actions highlighted within this analysis** (Include how this will be picked up within service/work plans)

Not applicable

**6.3 Arrangements for future monitoring of equality impact of this proposal / policy / service**

The impact assessment will be reviewed annually in line with the EDI policy.

**6.4 Approved by (Manager or Head of Service signature and date)**