

Public Sector Equality Duty January 2023

1. Introduction and Context

1.1 The Legal Context

The Equality Act 2010 came into effect on 1 October 2010 and brings together, harmonises and extends current equality law. The existing anti-discrimination laws have been consolidated into a single Act, which has been introduced to strengthen the laws preventing discrimination and the inequalities that still exist in society today.

The Equality Act has also created changes to earlier legislation and includes discrimination previously unrecognised in legislation. In essence, it creates a new 'Single Equality Duty' on public bodies to tackle discrimination, promote equality of opportunity and encourage good community relations.

The term *protected characteristics* has replaced *equality strands* for describing the protected traits held by groups or individuals under anti-discrimination and equality legislation. The earlier separate duties for disability, gender and race have been replaced with a single, more effective framework and the new 'Single Equality Duty' covers:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

1.2 The Purpose of Equality Information and the Public Sector Equality Duty

The Council has a legal requirement to have due regard to the aims of the general equality duty and must understand the impact of its policies and

practices on people with protected characteristics. Collecting and analysing equality information is an important way for the Council to develop this understanding.

The Council must publish information to demonstrate its compliance with the general equality duty and this must be done annually by 31st January. This is the seventh edition of the requirement to publish equality information.

The document published must include information relating to people who share a relevant protected characteristic who are employees of the Council and are people who are affected by Council policies and practices (e.g. service users and customers).

Uttlesford profile data and district statistics can be found here - <https://www.uttlesford.gov.uk/article/5140/District-statistics->

2.1 The Council as an Employer

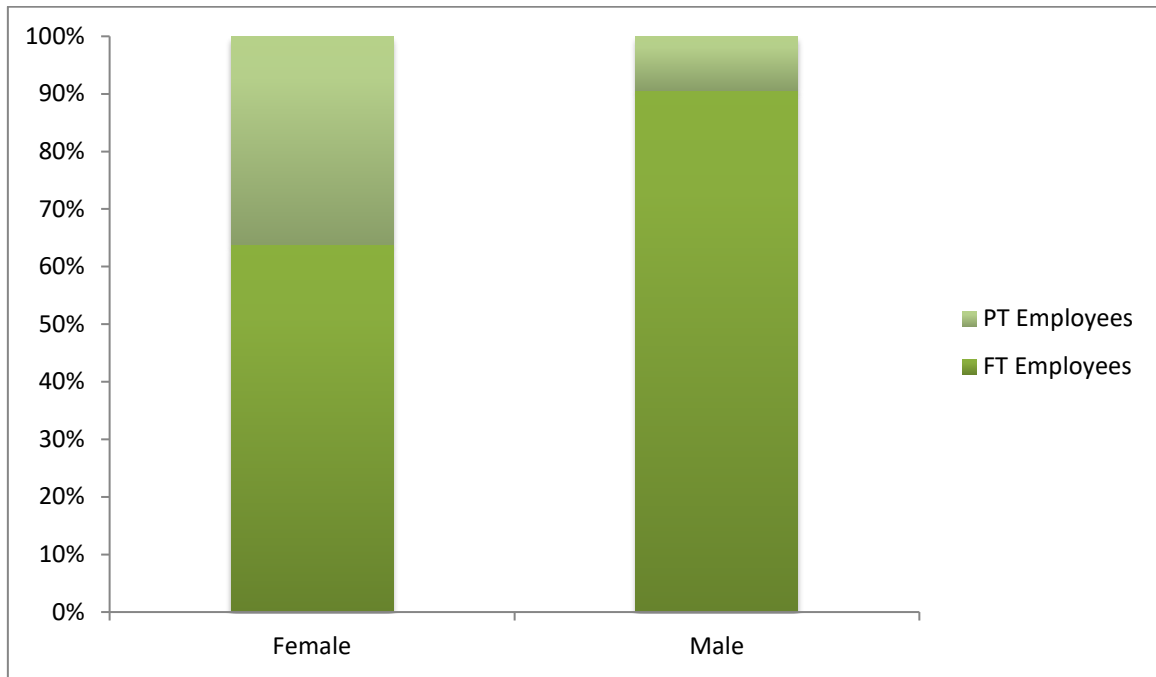
Workforce Profile

The latest workforce figures up to and including 30th November 2022 indicates that Uttlesford District Council employs 305 people across a wide range of service areas. The information below analyses the number and percentage of staff by sex, working pattern, age, ethnicity, religion/belief, nationality and sexual orientation. Employees have the option to say prefer not to disclose or prefer not to say on all sensitive data.

At 2.2 a small amount of equality data has been made available on the Uttlesford elected ward members.

The table below highlights the number of staff working in each section of the Council:

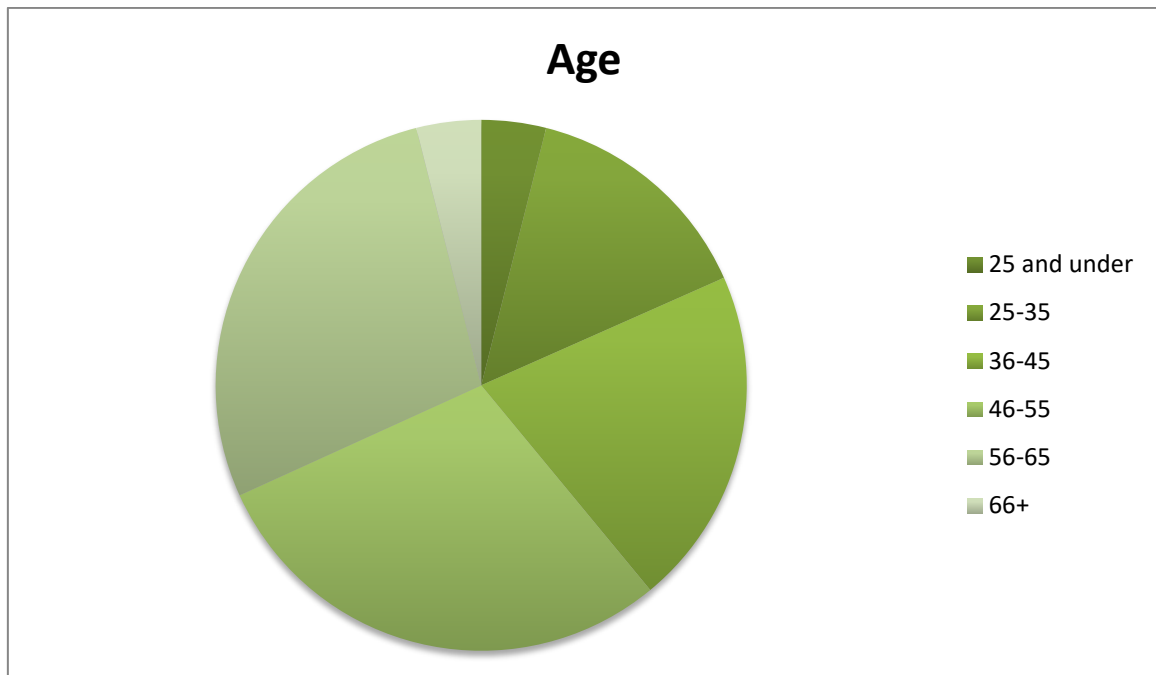
Department	Total
Business & Change Management	42
Environment Services	69
CEO, Governance and Legal	23
Housing, Health and Communities	65
Finance	09
Planning and Building Control	44
Corporate Services	33
Commercial and Digital Management	20
TOTAL	305



Department	Total	Female P/T	Female F/T	Male P/T	Male F/T
Business and Change Management	42	12	22	1	7
Environmental Services	69	1	3	1	64
CEO, Governance and Legal	23	7	10	2	4
Housing, Health & Communities	65	19	30	3	13
Finance	9	3	4	0	2
Corporate Services	33	10	13	4	6
Commercial and Digital Management	20	2	18	1	11
Planning	44	6	18	1	19
TOTAL	305				

Age

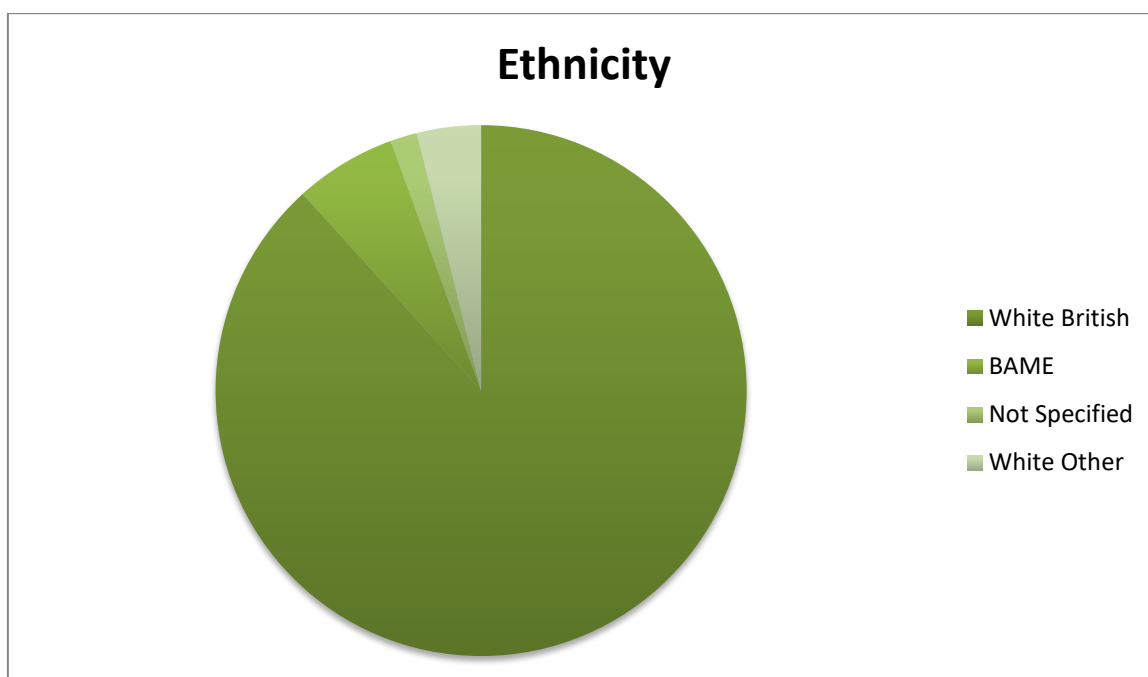
The highest percentage of Council staff is in the 46 – 55 age group at 29% (89), closely followed by 56 - 65 age group at 28% (85) which is consistent with Local Government. 4% (12) of staff are aged 25 or under this is the same figure as last year, we also have 4% (12) of our workforce 66years+.



Age Range	% of Employees
25 and under	12
26-35	44
36-45	63
46-55	89
56-65	85
66+	12

Ethnicity

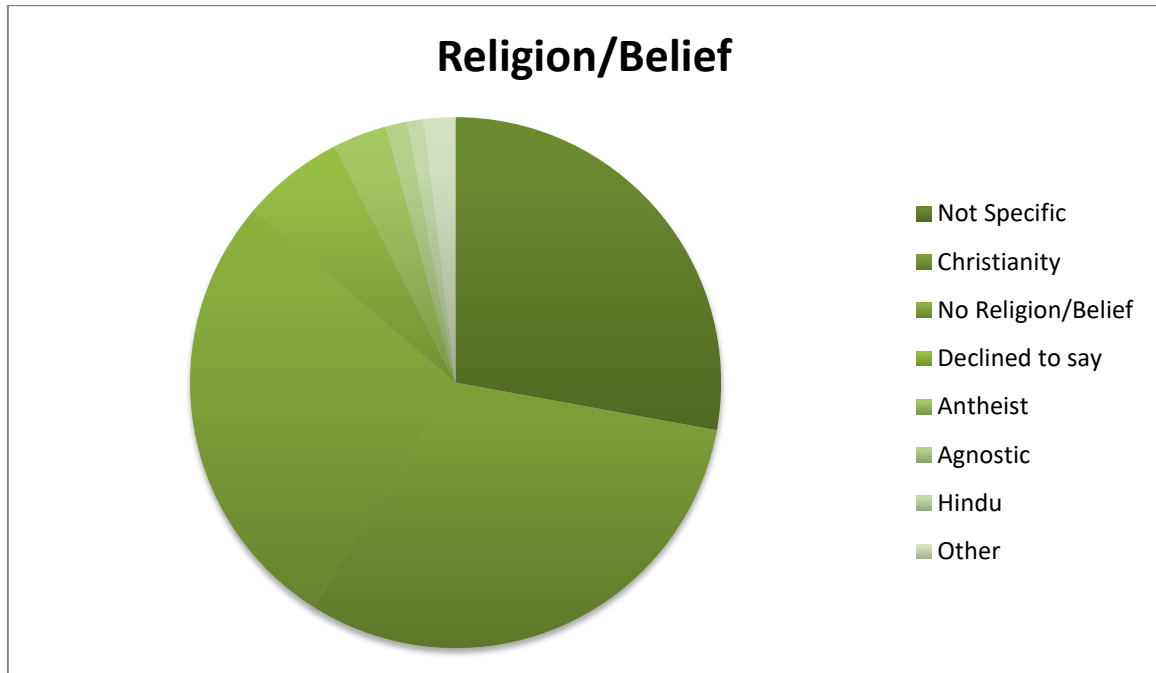
89% (289) of all staff declared themselves as White British, with 4% (10) identified as White Other. 6% (19) of all other staff declared themselves to be BAME (Black, Asian and Minority Ethnic) and 2% (5) did not specify.



Ethnicity	Total	%
Asian or Asian British: Indian	4	1%
Asian or Asian British: Pakistani	0	
Black or Black British: African	7	2%
Black or Black British: Caribbean	0	
Black Other	0	0.3%
Chinese or other ethnic group: Chinese	1	0.3%
Gypsy traveler Other	1	0.3%
Mixed: White and Asian	4	1%
Mixed: White & Black African	1	0.3%
Mixed White and Black Caribbean	1	0.3%
White: British	271	89%
White: Any other white background	10	4%
Not specified	5	1.5%
Total	305	100

Religion/Belief

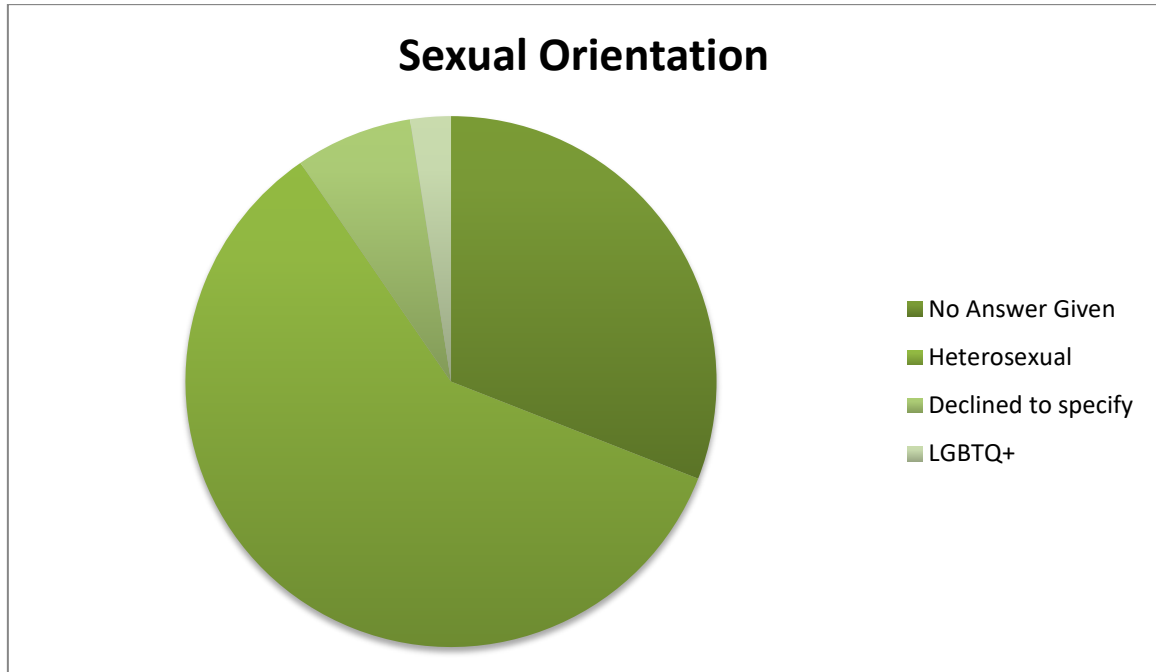
31% of the workforce identifies themselves as Christian and 62% of the workforce declined to say, did not specify or had no religion/belief.



Religion / Belief	Total	%
Agnostic	4	1
Atheist	10	3
Buddhist	0	0
Christian	95	31
Hindu	3	1
Muslim	0	0
No religion / belief	83	27
Not specified	85	28
Other	6	2
Declined to say	19	7
Total	305	100

Sexual Orientation

61% of staff declared their sexual orientation as heterosexual. 2.5% of staff declares their sexual orientation as LGBTQ+. 36.5% of staff declined or did not specify.



Sexual Orientation	Total	%
Bisexual	4	2
Gay	2	0.5
Lesbian		
Heterosexual	187	61
Declined to specify	25	8
No Answer given	87	28.5
Total	305	100

2.2 The Elected Councillors

The 22 wards that make up the district of Uttlesford are represented by 38 Councillors, with one vacant post at the time of this report.

27 of the 39 ward members completed Equality and Diversity data information, the data collected revealed the following –

