

Public Sector Equality Duty January 2024

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 eighth 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 - [Census 2021: how life has changed in Uttlesford - Uttlesford District Council](#)

2.1 The Council as an Employer

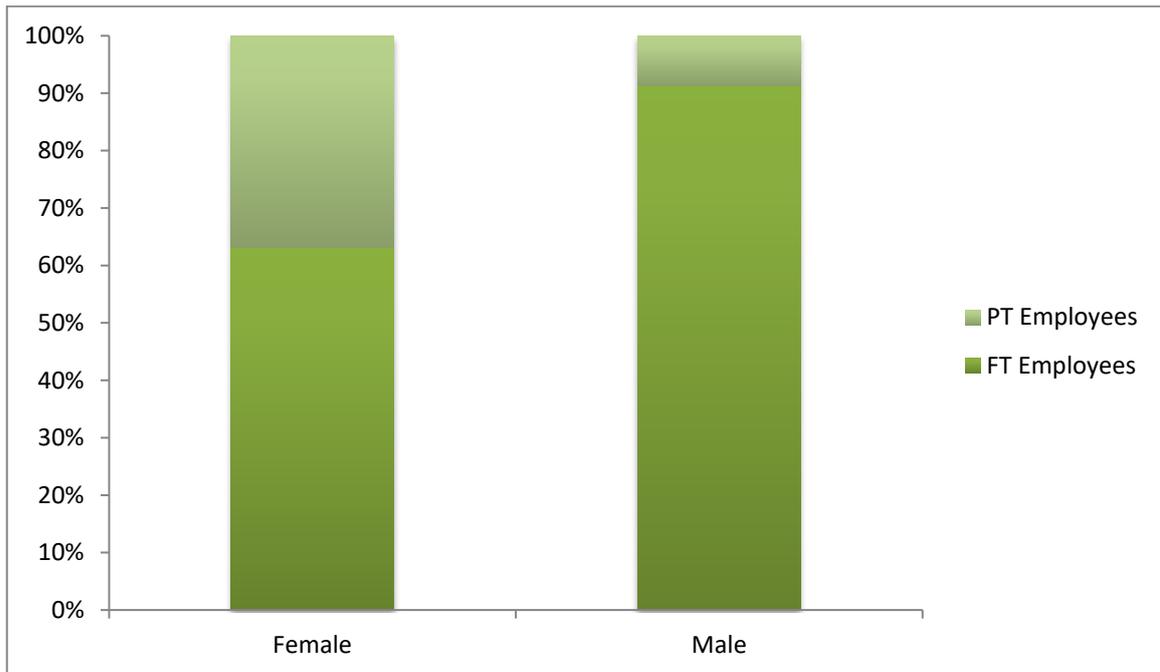
Workforce Profile

The latest workforce figures up to and including 30th November 2023 indicate that Uttlesford District Council employs 319 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:

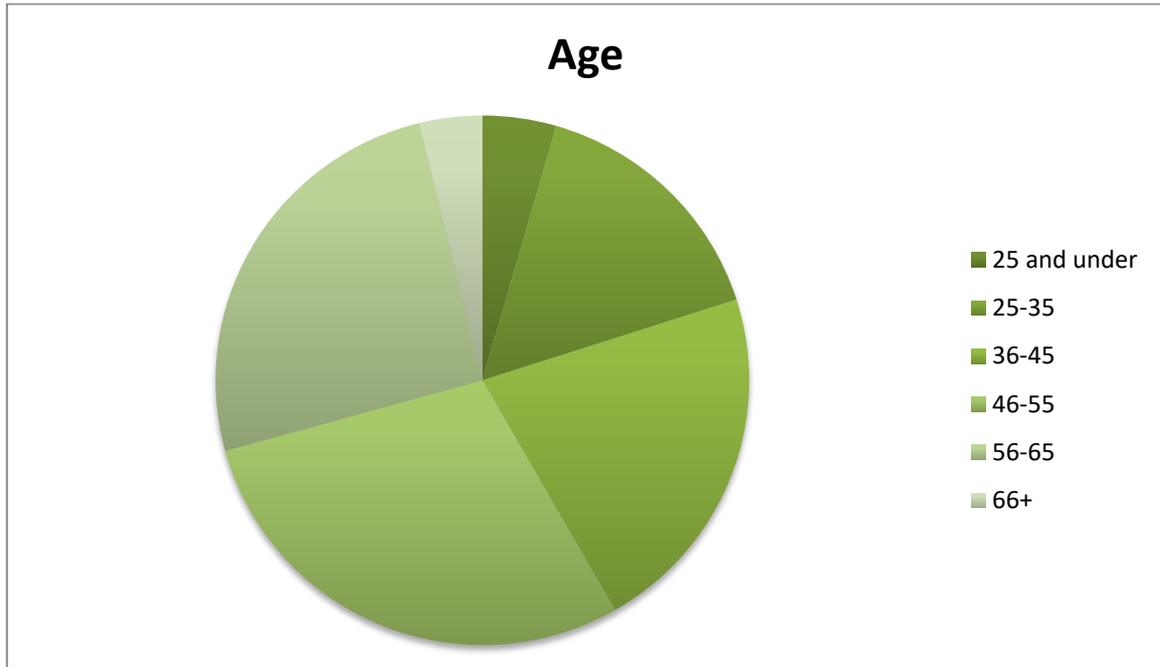
Department	Total
Business Performance & People	15
Environmental Services	76
CE + Electoral and Legal	13
Housing, Health and Communities	64
Finance	47
Corporate Services	33
Digital Innovation and Commercialisation	22
Planning	49
TOTAL	319



Department	Total	Female P/T	Female F/T	Male P/T	Male F/T
Business Performance & People	15	2	10	0	3
Environmental Services	76	1	4	1	70
CE + Electoral and Legal	13	5	5	1	2
Housing, Health and Communities	64	17	32	3	12
Finance	47	17	18	1	11
Corporate Services	33	11	13	5	6
Digital Innovation and Commercialisation	22	3	7	1	11
Planning	49	7	21	1	20
TOTAL	319	63	108	13	135

Age

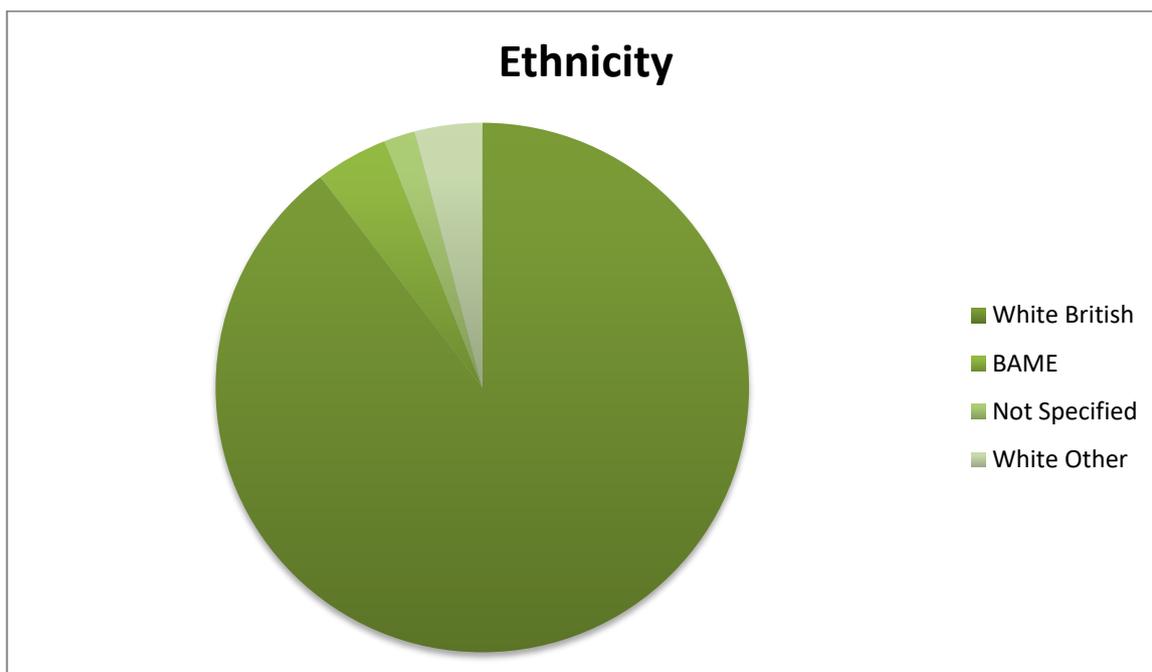
The highest percentage of Council staff is in the 46 – 55 age group at 29% (91), followed by 56 - 65 age group at 25% (80) which is consistent with Local Government. 4% (14) of staff are aged 25 or under, this is slightly up from last year's figure, also up by 5 are our employees 66years+ taking it to 17, although this age range remains at 4% of total workforce.



Age Range	% of Employees
25 and under	14
26-35	49
36-45	68
46-55	91
56-65	80
66+	17

Ethnicity

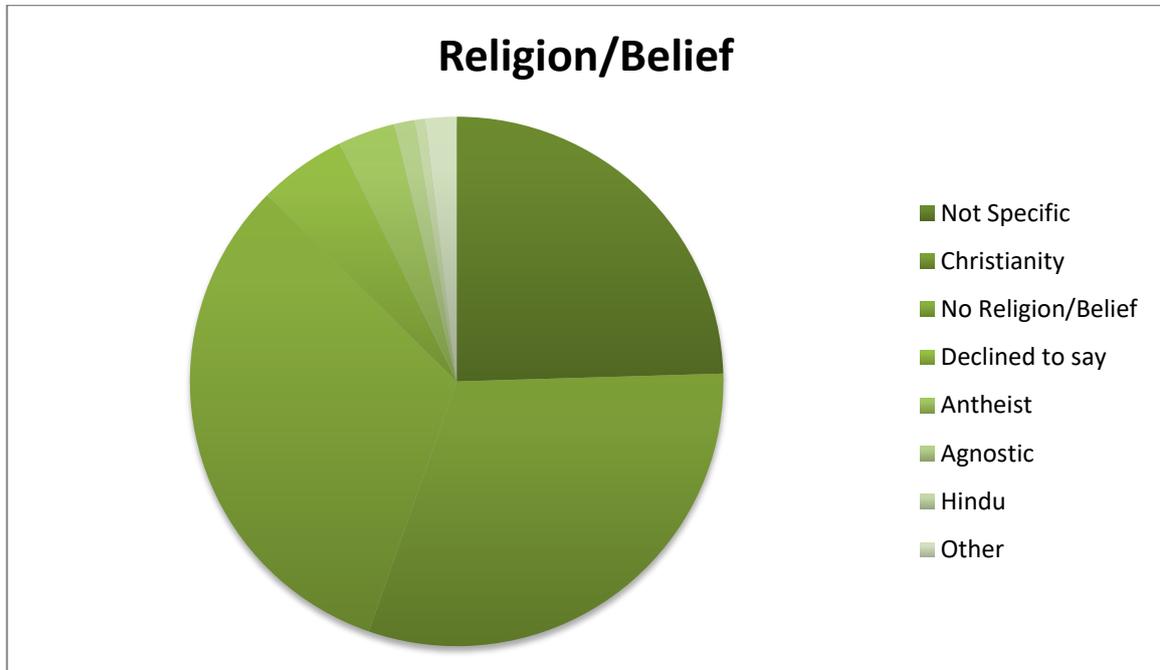
90% (285) of all staff declared themselves as White British, with 4% (13) identified as White Other. 4% (14) of all other staff declared themselves to be BAME (Black, Asian and Minority Ethnic) and 2% (6) did not specify or declined to say.



Ethnicity	Total
Asian or Asian British: Indian	3
Asian or Asian British: Pakistani	1
Asian Other	2
Black or Black British: African	4
Chinese or other ethnic group: Chinese	1
Gypsy traveler Other	1
Mixed: White and Asian	1
Mixed: White & Black African	2
White: British	285
White: Irish	2
White: Any other white background	11
Declined to say	1
Not specified	5
Total	319

Religion/Belief

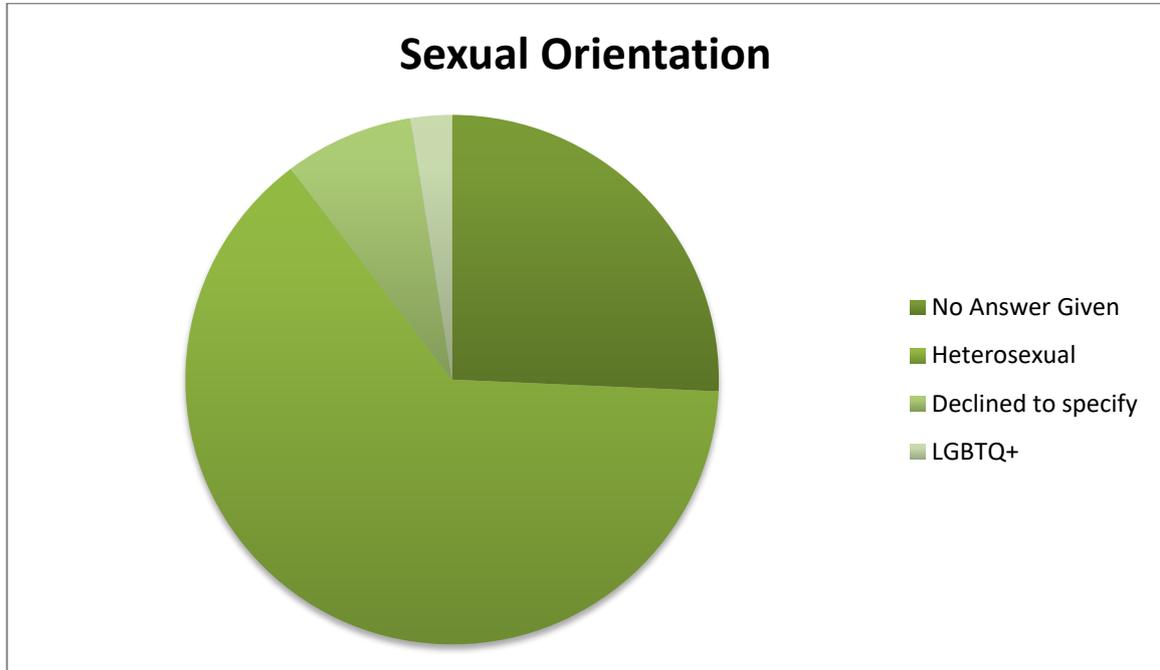
31% of the workforce identifies themselves as Christian and 62% of the workforce declined to say, did not specify, declined to say or had no religion/belief.



Religion / Belief	Total
Agnostic	4
Atheist	11
Christianity	98
Hindu	2
Muslim	1
No religion / belief	102
Not specified	78
Other	6
Declined to say	17
Total	319

Sexual Orientation

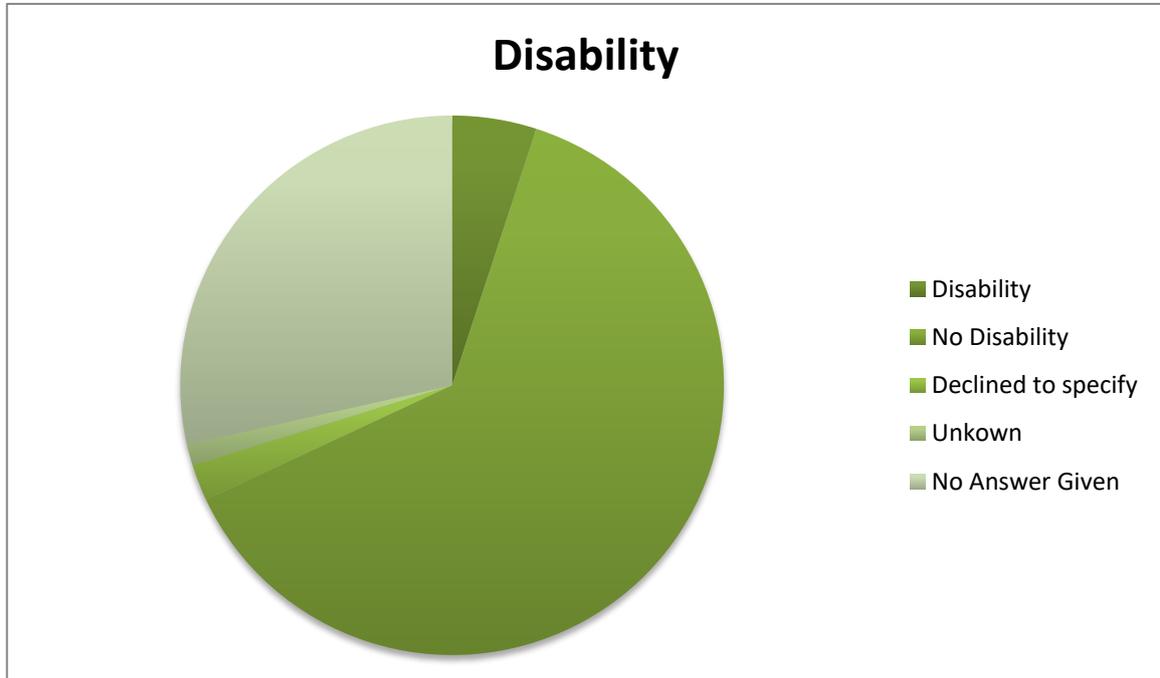
64% of staff declared their sexual orientation as heterosexual. 3% of staff declares their sexual orientation as LGBTQ+. 34% of staff declined or did not specify.



Sexual Orientation	Total
Bisexual	5
Gay	2
Lesbian	1
Heterosexual	204
Declined to specify	25
No Answer given	82
Total	319

Disability

63% of the workforce declared themselves as having no disability, whilst 5% had declared a type of disability. 32% of employees either declined to say, did not answer or the answer was given as unknown.



Disability	Total
Disability	16
No Disability	201
Declined to say	7
Unknown	4
No Answer Given	91
Total	319

2.2 The Elected Councillors

The 22 wards that make up the district of Uttlesford are represented by 39 Councillors..

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

22 Wards 39 District Councillors

80%
identify
as

Male

20%
identify
as

Female

- White British Councillors made up 86%
- 14% was White Other

76% of Councillors identified as heterosexual

14% preferred not to declare

Christianity of all denominations was by far the largest choice with **72%**, followed by no religion at **19%** and **9%** of councillors referring not to declare

86% of councillors identified themselves to not have a disability as defined by the Equalities Act 2010, **11%** did consider themselves with a disability and **3%** preferred not to declare.

Age



- 36-45yrs
- 46-55yrs
- 56-65yrs
- 65yrs+
- Preferred not to declare