

Single Equality Strategy 2018-2022

Promoting Equality, Celebrating Diversity

Version 1 – May 2018

Introduction

“Having made great strides in recent years to tackle inequality in all its forms while championing diversity, this strategy reaffirms Cambridgeshire County Council’s commitment to continual improvement. This will help to ensure that fairness and equality are a reality for everyone in Cambridgeshire”.

Gillian Beasley, Chief Executive

We work hard to ensure that all our services are fair and accessible to everyone, to help people to be the best that they can be. To deliver these great services and truly celebrate equality and diversity in our communities, we need a culturally competent workforce that reflects the wider community.

We recognise that Cambridgeshire County Council has significant responsibility to embody the principles of equality and diversity as an employer, a service provider and community leader for the region. Embracing equality and diversity makes our organisation, our services and the communities we serve much richer as a result.

This strategy sets out our wider vision for equality and diversity, our objectives moving forwards and how we will monitor our progress against them.

Our Council Diversity Group, made up of Members and senior officers from across the organisation, will be responsible for championing the aims of this strategy.

Our vision is to make Cambridgeshire a great place to call home, and we want this to be true for everyone in our county.

We will champion a cohesive Cambridgeshire in order to foster good relations among and within our communities.

Underpinning this vision are our three strategic priorities (this strategy is subject to review as these develop), which are:

- **Developing the local economy for the benefit of all**
- **Helping people to live independent and healthy lives**
- **Supporting and protecting vulnerable people**

This strategy has been developed to support these priorities, ensuring we advance equality and promote diversity in achieving our vision.

We want to recognise and celebrate the diversity of our local communities and be responsive to their needs. We also want to ensure that we are a fair and equitable employer, striving to achieve a diverse and culturally competent workforce.

Our strategy

This strategy sets out our commitment to providing fair and equally accessible services for everyone in Cambridgeshire, whether they are:

- Using our services, in need of our services, or may require our services in the future
- Living in, working in, or visiting Cambridgeshire
- Employees or prospective employees, contractors supplying goods or services, or anyone working in a voluntary capacity.

This strategy particularly focuses on those groups and individuals protected by equalities legislation, as outlined at Appendix B. However, we acknowledge that there are many other people in Cambridgeshire who will encounter inequality, such as those living in deprived or rural areas, homeless people, ex-prisoners, unaccompanied child migrants amongst others.

This strategy:

- Sets out our vision for ensuring fairness for all across Cambridgeshire
- Ensures that we are doing all we can to understand the needs of our communities and that we are working effectively to achieve our vision
- Ensures that the plans and policies of Cambridgeshire County Council reflect our vision for equality and diversity in Cambridgeshire
- Sets out how we will meet the requirements of the Equality Act 2010 and associated public sector equality duty.

To help realise our vision for equality and diversity, we have set concrete equality objectives that will be our focus for the next 4 years alongside a more detailed 2 year action plan.

We know that these will not cover everything, but at a time of limited resources we need to concentrate on the areas currently of most need.

We will regularly monitor progress against these objectives to ensure that we continue to direct efforts and resources at the appropriate areas to achieve our vision for equality and diversity. To cover the breadth of our responsibilities, this will be divided into three sections: employer, service provider and community leader.

As an employer

Cambridgeshire County Council employs over 5,000 staff, making us one of the largest employers in the county. We will **promote equality and inclusion within our workforce, our Members and through our employment and procurement practices (Objective A).**

There are policies which we produce and continue to refine to ensure that all our staff are treated equitably and are fully supported in the workplace. This encompasses the Disability at Work Policy and Gender Identity Policy as well as Our People Strategy (to be published in 2018) which will consolidate our aspirations for the entirety of our workforce. We remain committed to reviewing, promoting and updating these policies as appropriate.

However, we are aware that policies alone are not a blueprint for progress.

Therefore, we have identified a number of practical measures we, as an employer, can promote and enforce to continue to make positive strides:

- We will strengthen our employment monitoring and use it to continue to improve the diversity of our workforce at all levels to ensure that we reflect the communities we serve.
- We will ensure that our pay and reward system is fair and transparent. We will also monitor pay progression by protected characteristic, where this is declared by staff.
- We will use learning and development, specifically in cultural competence, to increase staff knowledge and skills. This should ensure our staff are confident to:
 - engage with all communities in the county making sure that engagement is appropriate and positive for everyone.
 - plan and deliver services fairly, equally and appropriately to all users
 - consider and respond to the needs of all groups, including those who share and do not share 'protected characteristics'; and
- recognise the extra difficulties faced by people experiencing multiple sources of disadvantage.
- All County Council employees are required to complete the 'Introduction to Equalities' training on our online training platform. This will ensure that all staff are aware of the importance of equality and diversity through applying relevant legislation to real-life workplace examples.
- We will challenge bullying and harassment at every level of the organisation.
- We will include an action plan in Our People Strategy to address any potential areas of inequality. This action plan will be reviewed quarterly. This will be complimented by our staff surveys which include questions relating to equality and diversity, providing us with a holistic picture of our workforce as well as highlighting areas for improvement.
- We will continue to support the Equality and Diversity Network for Members and staff

As a service provider

As well as having a duty to our staff, we have an equally important obligation to our residents and service users. We will **promote equality and inclusion through fair and accessible services (Objective B)**.

- We will continue to improve the accessibility of our services and our facilities. This includes the accessibility for service users to our: buildings, information, communications, appropriate use of different technologies and events.
- We will develop and provide relevant and appropriate services to ensure that they meet the needs of individual users and communities, using a tailored approach and targeting those who are most in need and who face additional barriers.
- We will develop and use a tailored approach for services to make sure that we identify specific needs and

barriers and respond appropriately.

- We will ensure full compliance with our Community Impact Assessment (CIA) procedure to confirm that we have given due regard to both the impact and potential impact on all people with ‘protected characteristics’ (see Appendix B) when shaping policy, delivering services, and in relation to our employees. This will also provide a written documentation of all impact reports so we can show the steps we have taken to mitigate unjustifiable impacts.

As a community leader

We believe that the diversity of our communities makes Cambridgeshire a vibrant and creative place to live. We will **promote equality, inclusion and celebrate diversity in our communities (Objective C)**.

We will use our position within the community to reach out beyond our own organisation, to lead from the front to promote and celebrate diversity across the county. To support this we will:

- Continue to raise the profile of equality and diversity through communication campaigns, such as for LGBT+ History Month, International Day of Persons with Disabilities, International Women’s Day, Gypsy, Roma and Traveller History Month, Black History Month, Cambridgeshire Celebrates Age, and Human Rights Day. This may include organising or supporting public events.
- Encourage our Members to champion equality and diversity in their communities.
- Engage with representative groups, networks and individuals, to ensure that communities of interest, identity and place are given an opportunity to influence the, design, review and delivery of services.
- Maximise opportunities to join up with our partners when engaging with groups and communities and celebrating equality and diversity.

How we govern equality & diversity

Council Diversity Group (CDG)

The Council Diversity Group is the strategic Member and officer co-ordinating body for equality and diversity across Cambridgeshire County Council.

Its purpose is to further the Council's role as a community leader, service provider and employer, helping build a stronger, healthier, more inclusive society, which values diversity and recognises the contribution that those from different groups and backgrounds make.

The Council Diversity Group will own this strategy, assess progress against our equality objectives and this strategy.

Equality and Diversity Action Group (EDAG)

This council-wide officer group coordinates equality and diversity work at an operational level and reports to the Council Diversity Group. This group will monitor the action plan.

Equality and Diversity Network

We have a network for anyone interested in equality and diversity. Representatives from this group sit on the EDAG and the CDG, to ensure key issues are raised at a strategic level of the council, as well as providing mutual support.

Appendix A: Equality Pledge for Cambridgeshire

Cambridgeshire County Council has joined a number of its partners in signing up and committing to an Equality Pledge:

“We believe in the dignity of all people and their right to respect and equality of opportunity. We value the strength that comes with difference and the positive contribution that diversity brings to our community. Our aspiration is for Cambridgeshire to be safe, welcoming and inclusive.”

Appendix B: Legislation

The **Equality Act 2010** legally protects people from discrimination in the workplace and in wider society. It sets out the different ways in which it's unlawful to treat someone. For example, discrimination (direct and indirect), harassment, victimisation and/or failing to make reasonable adjustments for disabled people. The Act also bans unfair treatment in the workplace, when providing facilities and services and when carrying out public functions. The Equality Act protects people with the following 'protected characteristics'¹:

Age – this refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds). This protected characteristic can apply to anyone, although younger people and older people are proven to be most at risk of discrimination.

Disability – a person has a disability if they have a physical or mental impairment

which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

Gender reassignment – A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

Marriage and civil partnership – marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act)

Pregnancy and maternity – pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the

period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race – refers to a group of people defined by their race, colour, nationality (including citizenship), ethnic or national origins.

Religion or belief – religion has the meaning usually given to it and includes a lack of religion (e.g. atheism). Belief includes religious and philosophical beliefs. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex – a man or a woman.

Sexual orientation – whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

¹ Adapted from Definitions of protected characteristics, Equality and Human Rights Commission:

<https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

Appendix C: Our equality duty

A major part of the Equality Act is the public sector equality duty. There are two parts to the duty; the general equality duty and the specific duties. The **general equality duty** requires public bodies in the course of developing policies and delivering services, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The term ‘having due regard’ in practice, means:

- Removing or minimising disadvantages suffered by people

due to their protected characteristics.

- Taking steps to meet the needs of people from protected characteristics where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The **specific duties** have been designed to help public bodies meet the requirements of the general equality duty. This means that we will:

Publish equality information

Every year, we will publish accessible information to demonstrate our compliance with the general equality duty. This will include equality information on our employees and the residents of Cambridgeshire.

Prepare and publish equality objectives

At least every four years, we will prepare and publish equality objectives to help us

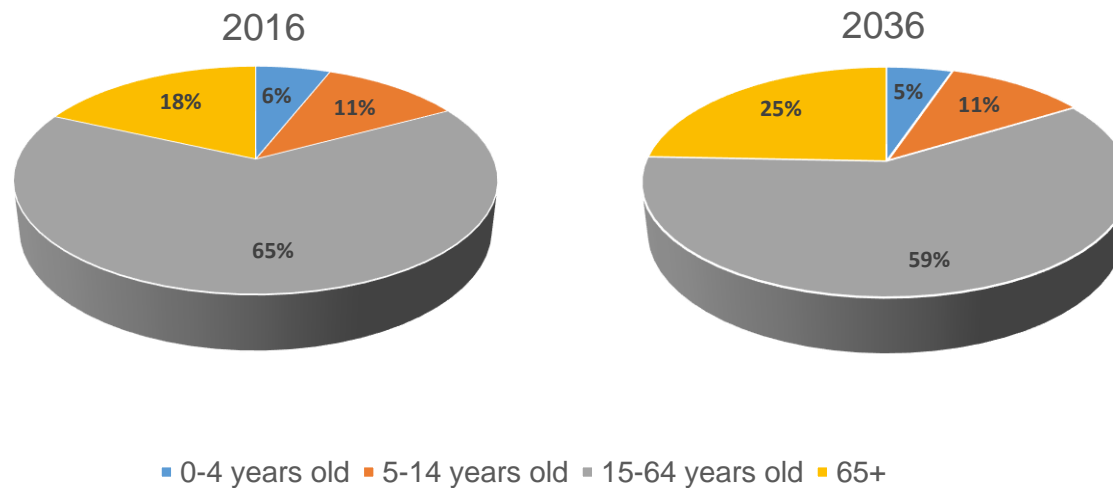
meet the general equality duty. The objectives will be specific and measurable. We are required to publish at least one equality objective every four years, but we will prepare as many as considered appropriate.

To meet the three main aims of the general equality duty we will consider the impact on equality during the early stages of decision making (i.e. timeliness). The main way we do this is through completing robust **Community Impact Assessments**. We use Community Impact Assessments to make sure that all our policies and strategies consider their impact on equality, diversity and cohesion issues when they are produced.

Our Community Impact Assessment process is a systematic and thorough analysis of a policy or strategy, which establishes and records whether the policy or strategy affects different groups of people in different ways. The focus of our assessments is on whether the policy or strategy has, or could have, an unjustifiable impact on people who have one or more of the nine protected characteristics, as well as those affected by deprivation or rural isolation.

Appendix D: Cambridgeshire's Diverse Communities

Age

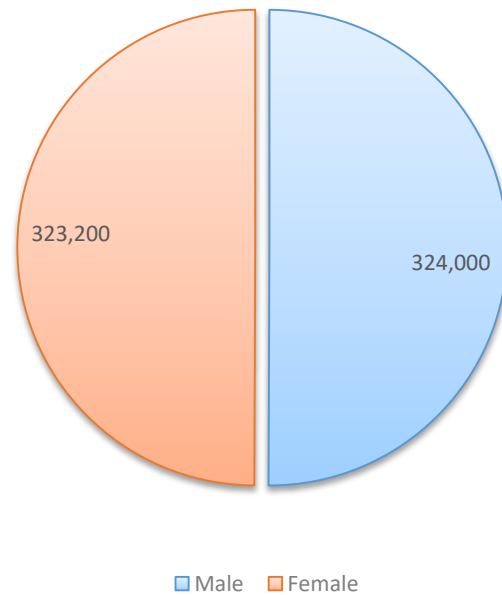


Source: [Cambridgeshire Insight](#)

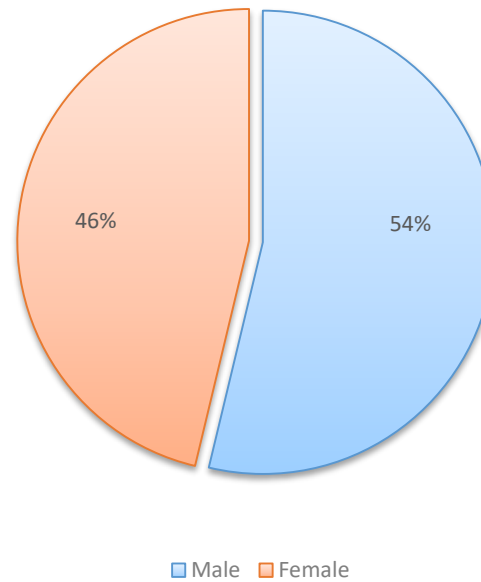
From these projected figures, it can be seen that Cambridgeshire has an ageing population. In 2036, it is expected that those aged 65+ will increase significantly to 25% of the population up from 18% in 2016.

Gender

Gender Breakdown of Cambridgeshire



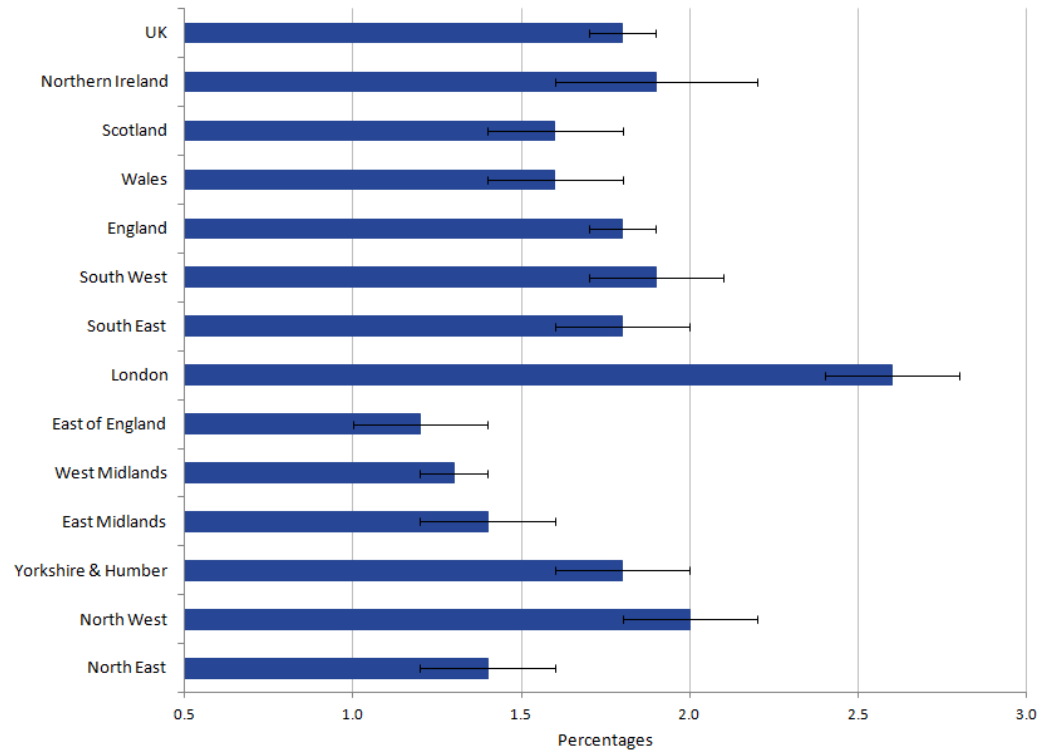
Cambridgeshire's workforce profile



Source: [NOMIS](#)

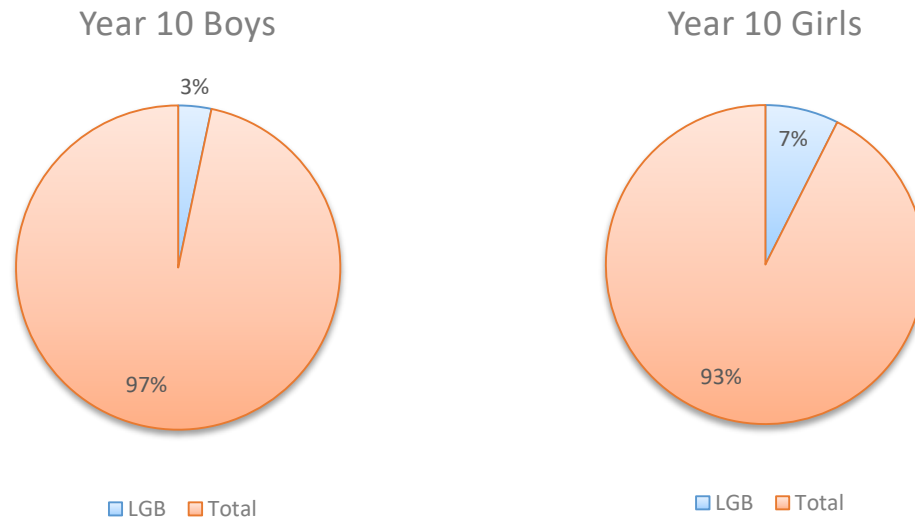
Women make up just under half of the local population, and 46% of the county's workforce. Statistics from NOMIS show that Cambridgeshire is above the national average for economically active females. Between January and December 2016, 76.5% of females in Cambridgeshire were economically active compared with 72.6% nationally. The most commonly cited reason (27%) for economic inactivity for the people of Cambridgeshire over the same period was looking after the family/home. It is worth noting that these figures do not include those that identify as non-binary.

Sexuality



Source: [ONS](#)

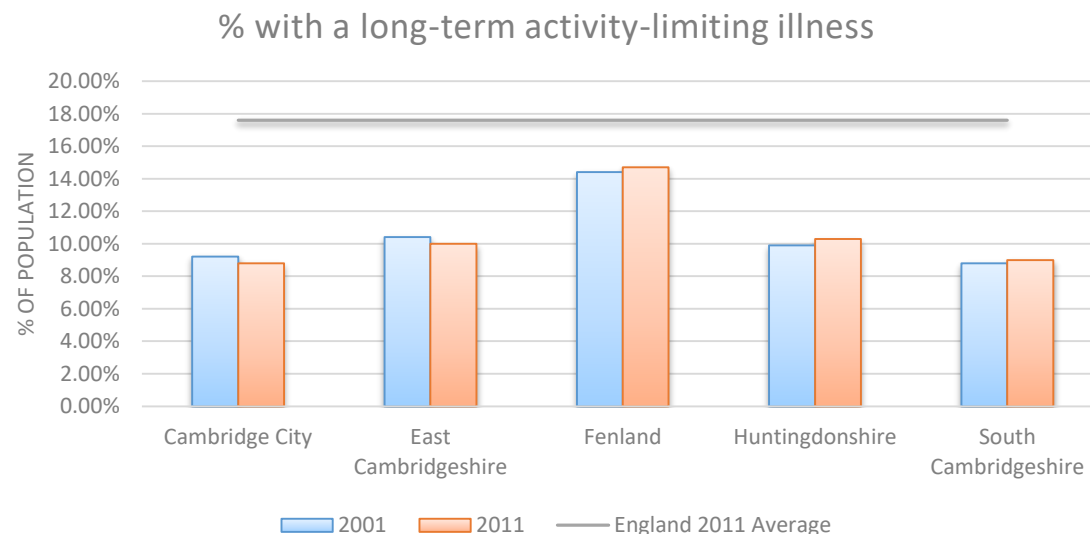
The Office for National Statistics (ONS), compiled some experimental data to create sexual identity estimates based on social survey data from the Annual Population Survey. Although this is not specific enough to detail Cambridgeshire, estimates from the East of England show that 1.2% of the population identify as LGB, with an upper confidence bound of 1.3% and a lower confidence bound of 1.0%. It should be noted that these statistics are in a testing phase, with the Charity Stonewall suggesting that this figure could be higher and is likely to grow over time as it is believed that non-response and non-disclosure is having a major impact on estimates.



Source: The Cambridgeshire Children and Young People's Health and Wellbeing Survey 2016

The Schools Health Education Unit's research provides the most comprehensive survey of school pupils in Cambridgeshire. The survey showed that 7% of year 10 girls (14-15 years old) and 3% of year 10 boys (14-15 years old) identified as LGB.

Disability



Source: Census 2011

Census 2011 provides the most authoritative statistics on disability both nationally and locally. This shows that there are 95,027 (15.3%) people in Cambridgeshire living with a long-term activity-limiting illness. This puts Cambridgeshire lower than the national average, which stood at 17.6% in 2011. Of this grouping, 42.7% of people in Cambridgeshire with a long-term activity-limiting illness said that their illness impacted them a lot.

Gender reassignment

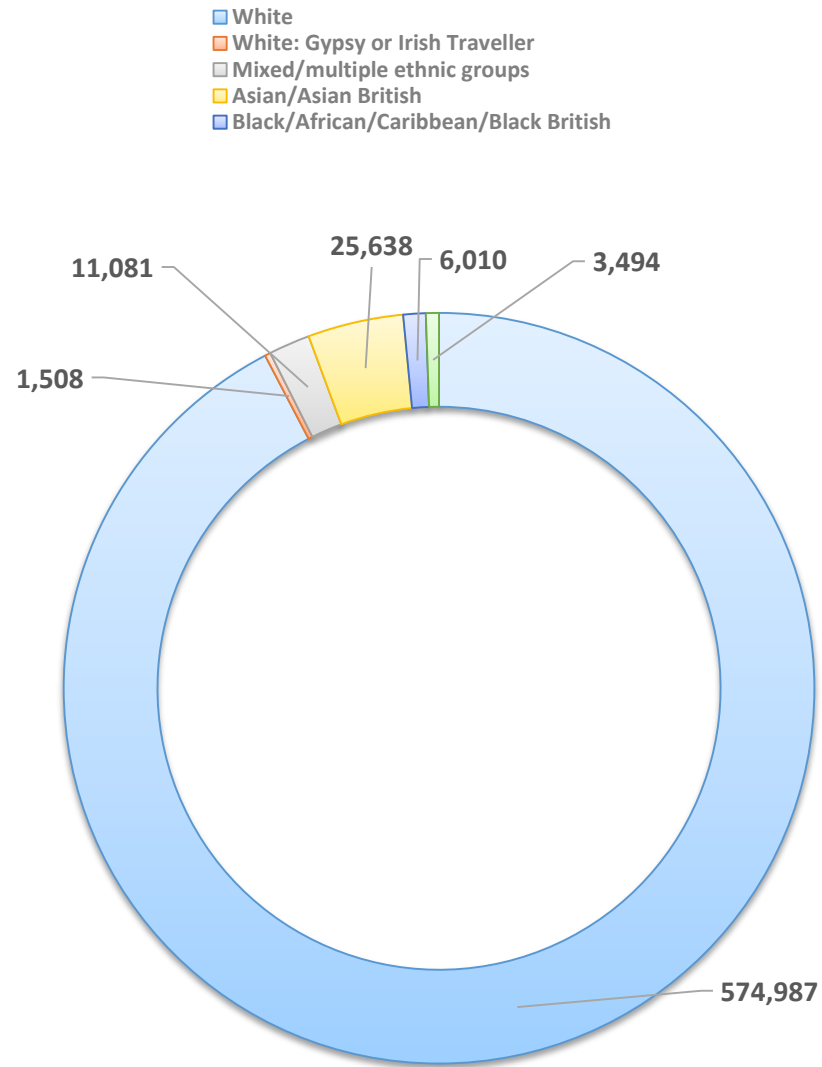
There is not currently any national or local data available. It was highlighted in the [Equality Data Review](#) that trans data was the least represented of all equality statistics. Research from the [ONS](#) provides some recommendations for future research into the lives of trans people to ensure that an evidence base of trans issues is developed rather than a simple reporting of numbers.

Marriage and civil partnership

In Cambridgeshire there were 16 civil partnerships in 2014. In 2011, there were 954 marriages. The data isn't specific enough to distinguish between same sex and heterosexual marriages, however there has been a decline in the number of Civil Partnerships in Cambridgeshire.

The lack of Civil Partnerships in Cambridgeshire corresponds with the national picture with [ONS](#) statistics showing that the number of Civil Partnerships fell by 49% between 2014 and 2015 in England and Wales. This may be due to the anticipated introduction of same-sex marriage. As of October 2015, the ONS revealed that there had been over 15,000 same-sex marriages since they were legalised in England and Wales in 2014.

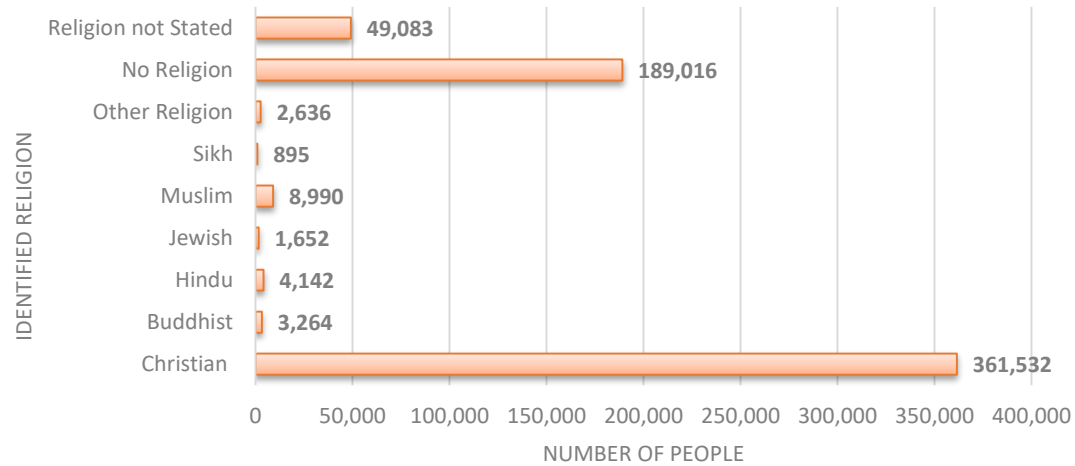
Ethnicity



Source: Census 2011

From the 2011 Census, roughly 93% of people in Cambridgeshire identified themselves as white. The largest minority ethnic population was people who identified themselves as Asian/Asian British, who made up roughly 4% of the population.

Religion



Source: Census 2011

The 2011 Census reveals that Christianity is the most practiced religion in Cambridgeshire.

Up to date statistics on Cambridgeshire's communities are available at [Cambridgeshire Insight](#).

