



Corporate Equality Plan 2020-2024



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Introduction

East Riding of Yorkshire Council is committed to treating all residents, service users and staff fairly and ensuring equality of opportunity for all.

This is further strengthened in the Council's Vision of **'Your East Riding...where everyone matters'**

Equality Statement

'East Riding of Yorkshire Council acknowledges and welcomes its legal duties and uses this legislation and national guidance as a framework to improve or maintain existing services for all residents. However, we are not only driven by legislation - the services we provide are also in response to local needs.'

'Equality considerations are built into our everyday practices, within strategic planning, policy and decision-making, right through to how we commission, support or deliver services and employ staff. This requires leadership, political commitment, ownership across all services, as well as effective consultation and engagement with partners, groups, organisations and the public.'

This plan aims to demonstrate our compliance with legislation, outline the council processes and procedures that are in place in order to meet our statutory equality duties, and also set out our equality objectives for 2020-24.

The Population of the East Riding

The East Riding of Yorkshire has 171 parishes and 26 council wards, covering 930 square miles and has a population of 338,061 (2017 ONS estimates). Around 90% of the area is rural, with over 300 settlements, some bigger towns including Bridlington, Beverley, Goole, and those on the edge of the City of Hull.

The East Riding is a collection of different places, each with their own unique identity and character. There are coastal resorts, market towns, estate villages, port towns and suburban areas and their character is shaped by their role and history. At an East Riding wide level, the area is rich in character and quality.

The headline facts for some of the protected characteristics, as defined in the Equality Act, are listed below:

Race

The ethnic minority population in the East Riding is low, with 96% of the population being 'British White' (2011 Census). The number of our school pupils with English as a second language has increased in recent years, as has the range of languages spoken, although figures still remain low.

Religion or belief

As of 2011, Christianity is still the most prominently practised religion in the East Riding, although there was a notable decrease of 11.6% in figures since 2001 (2011 Census).

Sexual orientation

There is currently limited information on the Lesbian, Gay, Bisexual, (LGB) population in the East Riding. However, based on Government estimates that around 5-7% of the UK population were likely to be LGB, this equates to approximately 16,000 – 18,000 East Riding residents. Collection of statistics on the transgender population has not been carried out at national or local level, but with low numbers focus is more on individual need.

Age

The East Riding has a very high proportion of people of pensionable age at 25%, compared to 21% in the Humber and 18% in England. This figure is projected to increase to 33% by 2039 (ONS Population Projections).

Disability

Based on UK estimates by the Department for Working Pensions (DWP), the proportion of all people with a disability as of 2015/16, is around 21%. This equates to around 1 in 5 people or around 70,000 people in the East Riding (DWP, 2016). The 2011 Census showed that 25% of our residents are living with a long term health condition or disability; however life expectancy levels are higher than the Humber and national averages.

Further information on the demographics of the East Riding can be found at the East Riding Intelligence Hub and also the Government website:

<https://intel-hub.eastriding.gov.uk/>

<https://www.gov.uk/government/statistical-data-sets/fe-data-library-equality-and-diversity>

Equality Legislation and our Commitment

The Equality Act 2010

The Act legally protects people from discrimination in the workplace and wider society and sets out the protected characteristics which are as follows:

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

The Council recognises that inequality, disadvantage and discrimination exist in society and we aim to ensure that none of our residents, service users or staff receive less favourable treatment due to having a 'protected characteristic'.

We recognise that discrimination is unacceptable and hope to provide services which are reinforced by an authority wide understanding of discrimination, harassment and victimisation and how to tackle it. The Act recognises that discrimination can take many forms as outlined below:

Direct Discrimination	Treating someone less favourably because they have a protected characteristic.
Discrimination by Perception	Treating someone less favourably because it is believed that they have a protected characteristic, even if they don't.
Discrimination by Association	Treating someone less favourably because they are associated with someone with a protected characteristic.
Indirect Discrimination	When a practice, policy or rule which applies to everyone in the same way, has a worse effect on some people than others ie. it puts particular people at a disadvantage.
Harassment	Unwanted behaviour which a person finds offensive or which makes them feel intimidated or humiliated because of, or connected to any of the protected characteristics.
Victimisation	Someone is treated badly because they have complained about discrimination or helped someone who has been the victim of discrimination.
Discrimination arising from Disability	When someone is treated less favourably for a reason that is connected to their disability.

The Act also mentions that positive steps must be taken to remove barriers faced by people with disabilities – known as **‘Reasonable Adjustments’**.

The Council recognises that we have a duty to make reasonable adjustments, where possible, if someone with a disability is placed at a substantial disadvantage, compared to a person without a disability. This may include:

Changing the ways things are done in relation to policy or practice, services and key decisions

Changing a physical feature such as, buildings, premises, steps, paths, entrances and exits, internal and external doors, toilets and ramps, etc.

Providing extra aids or services such as, hearing loops, translation and interpretation, British Sign Language, or information in alternative formats.

The Act does not define what is considered as ‘reasonable’, however, some of the factors that are likely to be considered by the Council when making decisions and are also likely to be taken into account by the Equalities and Human Rights Commission in relation to any legal proceedings, are:

- the practicability of the adjustment
- the extent to which taking any particular steps would be effective in overcoming the substantial disadvantage suffered by a person
- health and safety requirements
- the resources of the authority and financial cost of the adjustment
- the need to maintain certain service standards
- the interests of other residents/service users

The Public Sector Equality Duty (PSED)

The purpose of the equality duty is to integrate consideration of equality and good relations into the day-to-day business of public authorities, as well as ensuring consideration is given to how policies or decisions affect people who are protected under the Equality Act.

The **‘general’ equality duty** means, when public authorities carry out their functions, they must have due regard, or think about 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 don’t.**

The Act explains that having due regard for advancing equality involves:

- *Removing or minimising disadvantages suffered by people due to their protected characteristics.*
 - *Taking steps to meet the needs of people from protected groups 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.*
- **Foster or encourage good relations between people who share a protected characteristic and those who don’t**

Public authorities also have ‘**specific duties**’ to help them comply with the public sector equality duty:

- **Publish equality information at least once a year to show how they’ve complied with the equality duty** (e.g. *Workforce profiles, service user/community profiles, equality analyses*)
- **Prepare and publish equality objectives at least every four years** (these should be specific and measurable)

In accordance with the PSED, the council prepares and publishes workforce equalities information, gender pay gap information, collects and monitors equality data regarding service users, carries out and publishes equality analyses and also sets equality objectives and publishes progress towards these and the equality duty on an annual basis. This information is published on the council equality and diversity web page <https://www.eastriding.gov.uk/council/plans-and-policies/other-plans-and-policies-information/equalities-and-diversity/>

The Council recognises that complying with the equality duty is a legal obligation, however it also ensures that we:

- Avoid discriminatory practices and integrate equality into our core organisation.
- Use equality information to help inform decision-making and policy development.
- Build a supportive working environment and create an organisation which is representative and draws on a broader range of talent.
- Ensure that our services are more appropriate and efficient for users.

Definition of Anti-semitism and other discriminatory behaviours

The Council has adopted the International Holocaust Remembrance Alliance (IHRA) Working Definition of Anti-Semitism. The Council is very clear in its ongoing and strong commitment to equality through this Plan, which references both the Public Sector Equality Duty and the nine protected characteristics which include race, religion and belief. This commitment extends, as appropriate, to an unreserved rejection of any anti-Semitic or similar activity leading to discriminatory outcomes affecting individuals, specific groups or communities, whatever the context.

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

In relation to other types of discrimination based on any of the protected characteristics the Council will consider relevant widely adopted definitions of such discrimination to adjudge if the behaviour complained of constitutes discrimination.

Corporate Equality Objectives

The previous Equality Plan 2017-20 included the objectives below:

Equality Objectives 2016-20

1	The Council seeks to provide services which are accessible, wherever possible and appropriate to users
2	Communications with residents are provided, wherever possible, in clear and easily understood formats
3	Our knowledge of residents' needs is used to inform service provision
4	Equality and diversity training is reviewed and revised and made available to staff and elected members as appropriate

Annual reports detailing the progress that has been made towards achieving these objectives have been produced and published on the council website for 2016/17, 2017/18 and 2018/19. These reports highlight the extensive work that has taken place across many council services in order to help deliver these objectives.

Equality Objectives 2020-24

Following a review of the 2016-20 objectives and noting the extensive progress made, three new objectives for 2020-24 have been set out below, including the reason/s for setting these:

	Objectives	Reasons for setting
1	Council services are as accessible as possible and appropriate to users' needs for people with a protected characteristic.	Improved physical accessibility to council venues, activities and services is a continuous process. Additionally, making services accessible to different groups of people, in different ways, in different formats and also, making reasonable adjustments.
2	Protected characteristic groups can participate in all relevant consultations and engagement activities, helping ensure their ability to influence the decision making process.	To ensure that equality considerations are built into policy, practice and service development from the beginning and that the needs of residents with protected characteristics are listened to and are used to inform service provision.
3	Improve the health and well-being of people in the community with a protected characteristic.	To narrow health inequalities and to improve the overall health of the East Riding population (specifically vulnerable and minority groups), further supporting the Health and Well-being Strategy 2019-22.

Translation and Interpretation Service

The Equality Act 2010 states public bodies must make 'reasonable adjustment' to ensure that its services are fair and equally accessible to all its residents and customers.

The Equality Duty also requires public bodies to ensure they consider the needs of all individuals when shaping policy, practice and delivering services.

In order to remove barriers and to try to ensure that all people in the community have access to our services and information, the Council has a contracted translation and interpretation service.

The service provider is a quality assured service that provides qualified linguists for over 400 languages and provide face to face interpreting (including British Sign Language), telephone interpreting and written translations (including braille and audio transcriptions).

All Council staff have access to the Translation and Interpretation service and full booking instructions, guidance and prices are available on the Council's Intranet.

Communication support is likely to be considered and used when:

- A person has limited use of English.
- There is a concern that a person does not understand the information given in English.
- The person is deaf or has a hearing impairment, a learning disability or uses sign language.
- You are already aware of a person's need for interpretation or translation from information given i.e. referrals etc.

When providing written information to customers and residents, consideration should be given to:

- Would providing the information in English only prohibit access to any customers to essential information and services, for example benefits, homelessness services, health and safety campaigns etc?
- Can the information be provided in plain or simple English, can an 'Easy Read' version be created with picture aids and could one version aimed at a lower reading age be suitable for all, rather than preparing two versions?
- Whether there is any existing information held regarding needs for alternative formats for those customers/residents?

The statement below can and should also be included where appropriate:

This leaflet/document/information* can be made available in other languages or formats if required. To request another format, please contact us at:

Tel:*

Text phone:*

Email:*

www.eastriding.gov.uk*

**please delete or add contact details as appropriate*

Equality Analysis Process

The equality duty requires equality considerations to be reflected in the design of policies and the delivery of services, including internal policies, and for these issues to be kept under review.

In order to comply with the duty, the impact on equality of policies and practices must be assessed.

Although the equality duty does not specify how you should undertake assessments, the council has a standard equality analysis process to follow and forms to complete, which all staff have access to on the Intranet.

Information on the need and purpose of equality analyses is also included in the council's equality and diversity e-learning and paper based training package, which all staff must complete.

The Process

Equality analysis is part of the decision-making process and should begin **as soon as sufficient information about the change is known** and **before** a decision has been made.

Just as with any change being developed, where early questions are 'how much will it cost or are there any health and safety implications?', so at a similar stage, it is necessary to ask 'what might its effect be on people with protected characteristics?'

The process has, therefore, been designed to identify if a proposed change (a change to a policy, strategy, service or budget) could have a potential impact (create inequality or increase existing inequalities) for people with a protected characteristic. This includes service users, residents and council employees.

If it is identified, using the Equality Analysis Screening (Stage 1) form, that there could be a potential impact on protected characteristic groups due to a proposed change, then further investigation, research and consultation is carried out in a full Equality Analysis (Stage 2). The Stage 2 form also includes an impact monitoring section to be completed at an agreed time after the implementation of the proposed change.

Equality Analysis is not a one-off exercise but a continuous process to enable informed equality considerations to be taken into account at all the key points in the decision-making process.

All Equality Analysis Stage 2 forms are published on the council equality and diversity webpage.

Hate Crime

In 2016, Humberside Police, East Riding of Yorkshire Council, together with the other three local authorities in the Force area, united to launch a joint campaign to raise awareness of 'hate' incidents and crimes and how to report them.



A hate incident/crime is when a person is targeted because of who they are. Any crimes, physical or verbal attacks committed against someone because of the below are hate crimes and should be reported:

- age
- disability
- gender identity
- race
- religion or belief
- sexual orientation

Hate Incidents - If the victim or witness believe the incident was motivated by hostility or prejudice based on one or more of the protected characteristics mentioned above, it is a hate incident.

Hate Crimes - When hate incidents become criminal offences they are known as hate crimes. A criminal offence is something which breaks the law and which is carried out because of hostility or prejudice based on one or more of the above protected characteristics.

If you have experienced, witnessed or been told about a hate incident, no matter how small (even if you don't require any action to be taken), it should be reported via the Police online reporting form on the webpage <https://www.humberside.police.uk/hate-crime>

Alternatively, you can telephone 101 or if it's an emergency, dial 999.

The reporting of all incidents is encouraged, no matter how small, to ensure the Police can build up a comprehensive picture of hate in the East Riding.

If a person does not wish to report it to the Police, it can be reported on their behalf by a third party ie. one of the council's Customer Service Centre staff or by the council's Feedback team.

If the incident is related to a council service or member of staff, the relevant service manager should ALSO be informed.

The Council has, and continues to, raise awareness of the campaign, the term 'hate' and how to report incidents/crimes, using promotional materials and articles which are distributed across the organisation and the East Riding.

Equality Plan

'General' aims of the Equality Duty	Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act.	Advance equality of opportunity between people who share a protected characteristic and those who don't.	Foster or encourage good relations between people who share a protected characteristic and who don't.
Our Objectives	Council services are as accessible as possible and appropriate to users' needs for people with a protected characteristic.	Protected characteristic groups can participate in all relevant consultations and engagement activities, helping ensure their ability to influence the decision making process.	Improve the health and well-being of people in the community with a protected characteristic.
Protected Characteristics	Age	Marriage and Civil Partnership	Religion or Belief
	Disability	Pregnancy and Maternity	Sex (Gender)
	Gender Reassignment	Race	Sexual Orientation
Strategic Enablers	Equality Act 2010	Community Safety Partnership Board	Learning Disability Working Group
	Public Sector Equality Duty	Safeguarding Adults Board	Strategic Intelligence Board
	Hate Incident/Crime Procedure	Children's Safeguarding Board	Disability Advisory Group
	East Riding Public Sector Equality Leads	Modern Slavery Act 2015 and the council policy	Health in all Policies
Key Stakeholders	Age UK	Hearing Link	Humberside Police
	British Red Cross	Healthwatch	Humber Teaching NHS Foundation Trust
	Carers Advisory Group	Hull and East Riding Cerebral Palsy Society	Lollipop
	Choices and Rights Disability Coalition	Hull and East Yorkshire Centre for the Deaf	MS Society
	City Health Care Partnership	Hull University Teaching Hospitals NHS Trust	Motor Neurone Disease Association
	Disability Advisory Group	Hull and East Riding Interfaith	National Deaf Children's Society
	Disabled Voices East Riding	Hull and East Riding LGBT Forum	Outreach (Gypsy & Traveller Community)
	East Riding of Yorkshire Council	Hull & East Riding Visually Impaired Forum	PAUL for Brain Recovery
	East Riding of Yorkshire Clinical Commissioning Group	Humberside Fire and Rescue	RNIB
	Headway Hull & East Riding	Humber All Nations Alliance	TYLER
Supporting Policies, Plans & Strategies	Anti-Bullying Strategy 2017-20	Children & Young Peoples Plan 2017-20	Health and Well-being Strategy 2019-22
	Anti-Social Behaviour Policy 2018-21	East Riding Community Plan 2016-21	Modern Day Slavery Policy
	Adult Mental Health & Dementia Strategy 2018-23	East Riding Community Safety Partnership Plan 2017-21	Special Educational Needs Strategy 2018-21
	Carers Strategy 2019-24	Financial Inclusion Strategy 2019	

Delivering our Equality Plan

To ensure we deliver our plan we will provide corporate wide support to all services to ensure they are aware of equality legislation and their responsibilities and also the procedures and processes mentioned in this policy.

This will include more specific supporting actions such as:

- Continued online, paper and face to face equality training for staff and Elected Members
- Internal promotion of equality legislation, our responsibilities as an organisation and our equality objectives
- Regular equality communications to raise awareness of any key issues to staff
- Annual progress reports regarding the equality objectives and the general duty to go to Senior Management Team, Corporate Management Team and the Cabinet
- Attendance at Directorate Management Team meetings to highlight any key issues to Directors and Heads of Service, when necessary
- Regular corporate support/representation at the various strategic enabler and key stakeholder groups listed on the previous page
- Regular reviews of available equality monitoring data regarding service users