

Annual Equality Report 2013

Equality Matters



Foreword



Cllr Lynn Worrall
Portfolio Holder



Graham Farrant
Chief Executive

A fair and cohesive community is central to our vision and priorities for Thurrock. This report sets out our progress and achievements in 2013 to deliver this vision and highlight our commitment to ensuring equality, diversity and human rights are at the core of all that we do.

During the past year we have continued to work in partnership with people who use our services, our staff, voluntary sector and public sector partner organisations and communities to meet the challenges faced in Thurrock from welfare reform to changes in our demography. Delivering the right services and working closely with our community partners is vital to ensuring that we respond positively to our changing community.

Our services are driven by the principles of equality and fairness and some excellent examples of this continual focus are highlighted in this report. Learning and improving our performance, responding to new legislation and meeting the changing needs of our developing communities however remains a priority for the Council in the year ahead.

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'As a council Thurrock is committed to equality and fairness as the bedrock supporting all our services. We will protect the vulnerable and most at risk, and we will work with our partners to build strong, resilient communities where diversity is celebrated'.



Cllr Lynn Worrall,

Portfolio Holder for Communities and Transformation

Part One: Introduction

Overview

Valuing diversity involves developing and maintaining an organisation that is genuinely open to the creativity, insights and experience of people of different race, religion, ethnic origin, gender, sexuality, disability and other backgrounds amongst both our staff, volunteers and the individuals and organisations with whom we work. It means dealing with prejudice and discrimination where it exists and recognising that we have to work hard to obtain the benefits of diversity.

For us, valuing diversity means much more than simply complying with the law; it means working with individual needs in mind and ensuring that all of our communities are able to access and influence the services we provide.

Our Vision for Thurrock Council

Our Community Strategy was approved in September 2012 following extensive consultation with our communities culminating in the following vision for Thurrock and five enabling strategic priorities:

"Thurrock: A place of opportunity, enterprise and excellence, where individuals, communities and businesses flourish"

SP1. Create a great place for learning and opportunity

SP2. Encourage and promote job creation and economic prosperity

SP3. Build pride, responsibility and respect to create safer communities

SP4. Improve health and well-being

SP5. Protect and promote our clean and green environment

Thurrock Council is changing and adapting to realise the Community Strategy vision and priorities, enabling and facilitating change, preparing residents for the new opportunities arising from economic investment and growth in the borough. Engaging and involving, becoming more in tune and in touch with the needs of our residents, partners, businesses and employees, the Council seeks to align expectations and aspirations with due regard to equality and human rights underpinning the services we deliver.

Community Strategy



There are a number of legislative requirements relating to equality and human rights. These include the Human Rights Act 1998, The Equality Act 2010, statutory codes of practice and the Specific Duties Regulations 2011, supporting regulations and statutory codes of practice. These legislative provisions place a number of requirements on organisations relevant to both employment activity and service provision. A key aim is to ensure the principles of fairness and eliminating discrimination become a fundamental part of the fabric of public sector organisations, by ensuring consistency in what organisations must do to comply with the law.

For further information on how the Council will work to meet our statutory equality responsibilities please see our **Corporate Equality Framework** (hyperlink: https://www.thurrock.gov.uk/sites/default/files/assets/documents/ce_2011.pdf) : and **Single Equality Scheme** (hyperlink: https://www.thurrock.gov.uk/sites/default/files/assets/documents/single_equality_201204.pdf)

Part Two: Overview

Our Place: Thurrock

Thurrock lies on the River Thames immediately to the east of London, and is home to some of the most exciting opportunities in the country. Thurrock hosts two international ports, London Gateway and Port of Tilbury, which are at the heart of global trade and logistics. Strategically positioned on the M25 and A13 corridors, Thurrock has excellent transport links west into London, north and east into Essex and south into Kent.

There are many opportunities for growth and the current regeneration programme will once again change the landscape of Thurrock, with the expansion of the retail and leisure offer at Lakeside, the creation of the biggest container port in Europe at London Gateway, High House Production Park which hosts the Royal Opera House production facilities to name but a few. All of these developments will bring new jobs and fresh opportunities for Thurrock's communities.

How people feel about where they live, how they feel about their public services and how they feel about themselves will be central to creating a collective sense of identity and direction. One in which people aspire for themselves and for their families to do well in their education, are equipped to take on the new and different types of jobs available, have the best possible quality of life and are proud of where they live.

Demographic Profile

The borough is changing fast with the influence of migration from London boroughs an important component in its growing diversity.

The 2011 census showed a 10.2% increase in Thurrock's population from 143,100 to 157,700. Our communities are representative of this change, with the number of black and minority ethnic residents between 2001-2011 increasing to 19.1% of the population (from 7.2% in 2001) within which our white Gypsy or Irish traveller communities formed twice the national average at 0.2%.

Certain age groups have increased in number and percentage substantially more than the borough average. This is especially the case for 0 to 4 year olds, 16 to 19 year olds, 60 to 64 year olds and particularly people aged 85 years plus, alongside the number of people living with life-long and long-term conditions in Thurrock.

In depth analysis of key characteristics taken from the 2011 census has been completed by Thurrock Council and can be found within detailed ward profiles prepared in December 2013. A link to these ward profiles can be found here: http://www.thurrockccg.nhs.uk/our-key-documents/doc_download/698-ward-profile-summary-with-maps-dec-2013

Thurrock Council: Progress

Examples of progress provided in this report help demonstrate how the council is achieving strong equalities leadership across services with increasing evidence of how community engagement is shaping services to consider individual needs, and how co-production is influencing delivery. However, there are also areas where attention will need to focus for the future. The economic pressures facing all public services require a strong evidence base and consideration of impact to inform decision making. Hate Crime is a concern for the Borough and this will be reflected in future Community Safety Partnership priorities to reduce anti-social behaviour and hate crime. A further priority is to tackle violence against women and girls including child exploitation, rape and honour based abuse.

The Report Headlines

1. The Corporate Diversity Team has worked hard to build links with communities and residents to strengthen our ability to tackle social exclusion, and create communities in which everyone can participate. The team has taken practical action to eliminate unlawful discrimination, advance equality and ensure a voice for under-represented and disadvantaged staff groups for example through maintaining a framework for Equality Impact Assessments (EqIA) across new policy developments and budget decisions. A key outcome has been the contribution to the achievement of Gold Investors in People status through highly regarded staff training and joint work with the council's Human Resources and Organisational Development teams.
2. Transformation within Adult Social Care has produced effective outcomes to advance equality and promote diversity. The outsourcing of disability services along with the Building Positive Futures programme demonstrate the steps we are taking as a council to support independent living. An Adult Social Care Peer Challenge conducted by the Local Government Association recognised the steps the service is taking to embed co-production and community engagement concluding that adult social care has a '*strong vision in this area which is ambitious, radical, bold, innovative and with good sign-up*'.
3. Within the Children's Service Directorate, the Early Offer of Help programme supports the reduction of inequality by targeting resources to help reduce the risk of escalated need. The Youth Service has continued to support their work with the Youth Cabinet and Princes Trust Volunteers, supporting young people to have a voice and develop skills for work. In addition, Thurrock's Traveller Achievement Service has supported Gypsy and Traveller families across the borough, especially with the need to tackle discrimination. The service has helped to promote a greater understanding of Gypsy and traveller communities, and has supported wider community relations.
4. The Housing Directorate has developed a range of new programmes to support vulnerable tenants including a new partnership with Family Mosaic to offer financial support to those affected by the welfare reform changes and early intervention to postpone possession action.

5. South Ockendon Community Hub (SOC) opened in March 2013 and has spurred a partnership between the council, voluntary sector and communities to implement a roll out programme of Community Hubs. Hubs enable a better, more co-ordinated appreciation of the assets in an area and help to make connections with the services and resources available to residents. Feedback from SOC demonstrates how the Centre helps to bring people together, and supports community led action. Hubs enable transformation. SOC is leading the way in helping residents navigate services and information through the internet, and resolving concerns in a holistic, supported way that accounts for individual need whilst supporting volunteering and community led action.
6. 2013 saw a number of important community engagement events promoting equality and cohesion through celebrating diversity and bringing people from different backgrounds together. The Big Lunch was bigger than ever last year, and this annual intergenerational family day included the opportunity for residents to celebrate the heritage of Grays Town Park by sharing memories. T-Fest attracted thousands to enjoy live music, dance, activities and rides over a weekend in July. A health tent arranged through the voluntary sector helped to promote community engagement, and volunteer support helped set up, clear up and steward throughout. TRUST hosted this year's Black History Month celebration with a very successful cultural evening which included presentations by local and national artists. The ever successful Diwali Celebrations organised by Thurrock Asian Association added to the cultural calendar of events. Thurrock Council's women's forum arranged an event to mark International Women's Day, recognising violence against women and girls in Thurrock.
7. The council's Corporate Volunteer Programme has gone from strength to strength through 2013 with 250 people now providing invaluable support to a range of services within the organisation including: libraries, children's centres, emergency protection and corporate services. The council celebrated National Volunteers Week in June 2013 where council volunteers were invited to attend an event hosted by the Mayor to receive a certificate to both thank and acknowledge their support to the organisation. A volunteer's network was also launched in the summer months with a view to working closely with our volunteers to build capacity, recognise the input and raise the profile of volunteering in the council.
8. Thurrock Council's partnership with Thurrock's voluntary, community and faith sector continues to strengthen. The sector is underpinned by a commitment to equality and diversity. Local organisations rooted in our borough are often best placed to help identify emerging issues and advocate the needs of residents who may otherwise struggle to have an effective voice. An equality impact assessment into proposed savings to the voluntary sector development fund was supported by Councillors across political parties who recognised the need to protect funding to the sector at a time when communities would be increasing their need for community based support. In addition, Cabinet agreed to transfer the administration of the corporate grants programme to CVS, recognising the sector as best placed to make investment decisions in the interest of Thurrock's communities.
9. Finally, elected members have taken a position of leadership on issues of inequality by considering whether Thurrock should support a Fairness

Commission. This was prompted by concern that Thurrock continues to experience historic levels of disadvantage in similar areas and how to ensure that regeneration and the opportunities facing Thurrock benefit local residents. Cabinet will be considering this further in 2014.

The following section of this report provides examples from across services to highlight the progress we are currently making.

Part Three: Service Reports

Chief Executive's Delivery Unit

'Our aim is to build cohesive communities and create opportunities for individuals by putting equality at the heart of growth, regeneration and community development. We also enable and support all council services by providing an overall strategic policy framework to ensure services are fair'.

Steve Cox

Assistant Chief Executive

The Chief Executive's Delivery Unit (CEDU) sits at the heart of the Council to support, enable and drive coherent and integrated service delivery. As well as helping teams to deliver across all corporate priorities and objectives the CEDU also has a key role in the direct delivery of projects.

The Directorate has worked to support our communities and residents through stronger joint working with our community partners. This has strengthened our ability to tackle social exclusion, and support communities in which everyone can participate. The South Ockendon Community Centre (SOC) is a strong example of this partnership, enabling communities to help themselves. The team has taken practical action to eliminate unlawful discrimination, advance equality and to ensure a voice for under-represented and disadvantaged staff groups. The Diversity team contributed to the achievement of Gold Investors in People through highly regarded staff training and joint work with HR and OD teams. In addition the team has promoted tolerance and diversity throughout the workplace by promoting workforce diversity plans.

A number of key events have helped to build cohesion by bringing people from different backgrounds together. These include Black History Month and International Women's Day. T-Fest was a successful launch event for Celebrate Thurrock as was this year's Big Lunch event.

In January 2013, 35 young people, 3 councillors and support staff visited Topography of Terror in Berlin – the wartime headquarters of the Secret State Police, the SS and the Reich Security Main Office – the German Resistance Memorial, the Bundestag, and the Berlin Wall memorial, as well as Sachsenhausen concentration camp. Similar visits to concentration camps always have a profound

effect on visitors and play a crucial role in promoting fairness, equality and understanding throughout Thurrock, but especially among young people.

The Directorate leads the largest regeneration programme in the Country, defined through five growth Hubs. This year saw the adoption of a clear vision for both Grays and Tilbury – the development of which will unlock economic development potential to help increase life chances in both areas and the whole of Thurrock. At its heart the regeneration programme seeks to use the growth agenda to address historic issues relating to low investment in the physical, social and economic fabric of the Borough.

The Directorate supports business development as a key partner to a prosperous Thurrock. Sustainable development is a key priority, as is protecting and utilising our key heritage sites and natural environment for the future. Engagement with all communities to raise awareness of the Borough's opportunities, whilst shaping policy underpins our work. Collectively, the Directorate is building pride in Thurrock and bringing people together to shape our future.

Chief Executive's Office

'We are very proud that Thurrock Council received Gold in its Investor in People Assessment 2013. Diversity underpins our work with staff and residents, ensuring equality of opportunity for all'.

Jackie Hinchliffe

Head of HR, Organisational Development and

Customer Strategy

HR, Organisational Development and Customer Strategy

The team consists of Human Resources and Organisation Development, Corporate Programme Team, Information Management, GIS, Complaints and Workforce Planning and Development.

Equality is an integral theme of our Organisational Development strategy which aims to ensure that we support and promote a fair and equitable working environment. Our OD strategy delivers a range of workforce interventions that seek to promote equality of opportunity in all areas of employment, through the delivery of fair and equitable employment policy, the development of employees and by ensuring their health and wellbeing.

Feedback from our bi annual employee survey provides the council with information on the levels of engagement across the workforce, enabling us to measure the impact of our strategy on the performance and motivation levels of our staff. We obtained the Investors in People Gold award in 2013 where our approach to equality & diversity was a main theme. This (externally validated) process confirmed that we have met a number of core workforce indicators. We received successful feedback regarding our approach to equality from this award and have subsequently developed a continuous improvement plan.

The theme of diversity sits at the heart of our transformation agenda. We are delivering on this theme by making sure our services and systems meet the needs of local residents and our employees. This is particularly evident in the ongoing development of improved customer access through community hubs and Thurrock Online. This included research and analysis of preferred access methods and generic delivery as well as scoping work to increase our awareness and insight into the profile of Thurrock residents and by ensuring these new office spaces and working practices consider the needs and requirements of our employees.

Thurrock Council has become a dementia friendly council leading the way in engaging the community and the workforce in this key agenda. We are supporting this work through a broad range of training across the council and into the community.

The voice of our young people is now strongly heard through the DVD work that has been undertaken with the Children in Care Council and the Youth Cabinet. The DVD is used in a variety of events including Corporate Induction.

The Corporate Induction programme has been revised and as a result has much stronger links with the diversity challenge programme, new starters are much clearer in their understanding of equalities as they relate to the work setting. The Diversity Challenge programme has been re-commissioned following feedback and observation to strengthen the delivery and impact for participants.

Legal Service

'We must ensure that the council makes informed decisions that enable us to meet our legal responsibilities and provide our communities with the opportunities they need to thrive and prosper free from discrimination'.

Fiona Taylor

Head of Legal Services

The Legal service provides advice and assistance to all council directorates on a wide variety of issues conducting litigation and acting on behalf of the Council to defend legal challenges in a wide range of areas that often include Equality and Human Rights issues.

The service has continued to support a wide range of corporate activity through 2013 ensuring that the Council's policies and procedures adhere to current legislation and local priorities identified in the corporate equalities framework.

Finance Service

‘We must ensure value for money and efficiency balanced with equality and fairness in all financial decisions taken by the council. At the heart of each decision should be a regard for the needs of all our residents’.

Sean Clark

Head of Finance and Section 151 Officer

The Welfare Benefits Reforms Task and Finish Group was established to look at the impact of welfare benefits reforms on local residents. The process involved looking at the impact of people with disabilities and other protected characteristics.

Since then, the welfare reforms project has met and worked with representatives from different council departments and community and voluntary organisations e.g. Thurrock Citizens Advice Bureau and Thurrock Centre for Independent Living to ensure that any issues are addressed and that there is support for people to claim benefits and receive the right information.

As part of ensuring access to all, the Essential Living fund has trained “approved providers” from Community and Voluntary organisations to ensure that communities at risk of disadvantage are supported to claim ELF and made aware of the online and telephone claim process. Furthermore, the Benefits and Housing teams have also visited people at home to provide advice about benefit changes and to help with claims forms. The Benefits Service has rolled out the On Line Benefit Application Form with the intention of moving to a paperless process in time. The service has recognised the need to assist when help is needed with completing forms, but for many the ability to complete on line will be more convenient.

Training was provided to volunteers and staff at the South Ockendon Community hub on welfare benefits and how to access online claim forms when supporting people who find it difficult to claim.

Children's Services Directorate

'Our aim is for all children and young people living in Thurrock to reach their potential and benefit from the opportunities in and beyond the borough. We involve residents in shaping their services and are committed to ensuring that all children and families are protected and supported, with special care for the most vulnerable'.

Carmel Littleton

Director of Children's Services

The Children's Services Directorate includes: Access, Adult & Continuing Education, Early Years, Families & Communities, Education Psychology Services, Grangewaters Outdoor Education Centre, Gypsy & Travellers' Support Team, Learning & Skills, School Improvement, Pupil Support Service, Pupil Referral Unit, Social Inclusion and Special Educational Needs.

At the core of Children's Services is the ambition to ensure that every child and young person in Thurrock can achieve their best potential. It is fundamental that both the development and delivery of our services is fair and considers every individual within our schools and providers. As a result, this provides an equal chance for each individual to succeed.

Throughout 2013 the Directorate has provided equal and fair opportunities, advice and support for children, young people and their parents alongside reducing inequalities through a number of different initiatives and projects.

Pupil Place Planning continues to ensure that there are enough school places available within Thurrock by consulting with schools and stakeholders. Using pupil forecasts, supply is aligned for the demand of school places and it is ensured that there is fair access to pupil places for all students within the borough. The Admissions team has provided school places to over 4000 pupils in 2013 and continues to build positive relationships with parents and carers. The introduction of In-year guidance for parents to support the movement of pupils to schools outside of the normal year has addressed the negative impact of changing schools on pupil progress and attainment. This has ensured that pupils have an equal chance to achieve the best they can.

The Directorate has participated in a number of initiatives in support of the local Violence against Women and Girls Strategy (VAWG). This includes workshops for staff and representatives from schools, the police and the voluntary sector to empower staff to respond effectively and confidently to victims and potential victims of forced marriage.

Thurrock's Fostering was judged to be good following its Ofsted Inspection in March 2013. The Fostering Service strives to ensure that suitable placements are available for all looked after children and seeks, where possible, to match children appropriately with carers in terms of ethnicity, culture and religion.

Centres and groups working with young people have been supported to provide fair access for all, particularly in the presence of capacity issues. Outcome focused and 1:1 targeted support will ensure that each child and young person receives the services and support they need. Support to protect and safeguard care leavers continues. The provision of accommodation responds to the sensitive needs of care leavers through schemes that include social housing and private renting.

The youth service continues to be a lead partner in the Diversity Champions Project. This project has given a voice to young people and through joint work with schools and local groups it continues to help tackle discrimination across settings. The ongoing work of the Diversity Champion's network to raise the profile and importance of equality and the impact of inequalities on children and families has also been celebrated through an event led by the network and youth work apprentices. At this event young people were able to present on their experiences and learning from the project along with the next steps to reduce inequalities. Equality Champions from previous years have also worked to raise funds to purchase a memorial stone in remembrance of the victims of the Holocaust.

The Directorate has supported the reduction of child poverty in the borough through increased awareness and take up of child tax credits for low income families. The programme to increase access to early education for 2 year olds living in low income families has also significantly increased the number of families benefitting from 15 hours of funded early education to support access to work and training for parents.

Children's Centres are working closely with the Community Hub to develop a peer support programme to support access to adult learning. This will tackle the impact of low pay and unemployment through supporting access to work schemes and improved educational and training opportunities.

The Early Offer of Help Strategy supports the reduction of inequality by targeting resources on those most in need of support to reduce the risk of needs escalating and an increased risk of inequalities. A range of commissioned services based on identified needs are now in place and the take up of which is increasing with good evidence of positive impact. Close working with partner agencies such as the Police, Probation and Health are supporting multi agency information sharing to ensure those most in need of support can access this quickly at an appropriate level. An increase in referrals to the Multi Agency Group Panel for families has also resulted in a multi-agency response for families who are at risk of poorer outcomes but who do not yet meet the statutory thresholds for intervention.

The speech, language and communication needs (SLCN) steering group, schools and services have started to embed their knowledge and skills into working practice to provide specialised support for children. Children entering reception are now screened for receptive language difficulties and receive targeted interventions and ongoing monitoring to support them. Increasing numbers of primary and secondary staff have received accreditation training and Thurrock has been complemented on their training, marking and outcomes by the Eikland organisation. The ongoing training that has been delivered includes courses specially designed for staff working with communication support for children with severe and complex needs, verbal children with ASD and vulnerable children. There has also been a programme delivered by NHS therapists to non-maintained early years settings. Thurrock's

SLCN steering group has discussed ways forward for ensuring early identification of children at risk of social exclusion with projects for primary and secondary school being underway.

Learning and Universal Outcomes has seen many improvements in the attainment of children within Thurrock's schools and providers. Alongside the increasing percentage of children attending good or better schools and the improving performance of boys, the percentage of children achieving expected levels of KS2 and KS4 has also risen within the past 12 months. Furthermore, the early year's foundation stages have shown an improving start for children. Together this shows that Thurrock continues to strive towards and achieve a better education for the children and young people within its schools.

There continues to be excellent performance in the reduction of young people not in education, employment or training (NEET) and ensuring that all young people are known to the system. Thurrock has one of the lowest rates of young people who are not known to the system thus supporting significantly improved outcomes for young people in the borough. The tracking of outcomes and provision for young people supports the regeneration of the borough with close working with large employers to identify skills shortages. This also ensures that training provision quips young people to access the significant opportunities arising from the growth in Thurrock.

The Youth Team and Troubled Families Team ensure that young people most at risk of poorer outcomes are directed to support programmes. One of these is the Princes Trust Programme for 16-25 year olds which continues to deliver programmes over a 12-week period providing personal development skills, work experience, qualifications, practical skills and the opportunity to develop a post-programme development plan. More than 70% of the unemployed participants who took part in this programme, and of which were Thurrock residents, went on to jobs, training or education within three months of completing this programme.

The Diversity in Apprenticeships Programme helps looked after children/care leavers, aged 16-24, to access apprenticeship opportunities through the provision of dedicated support and training in educational, employability and life skills and had recruited 57 apprentices to April 2013.

Children's Services commits to providing entry opportunities for local people as apprentices and has provided access to secondary school students to discuss career options with local companies, businesses and organisations at the 'Opportunity Thurrock' event in October 2013. This was a highly praised, unique opportunity and had a high turnout of students. Thurrock's Next Top Boss programme has further developed the talents of young people within Thurrock by pairing businesses with schools. In 2013, 450 students took part in this programme with more than half of the businesses involved now providing work experience and apprenticeship placements to these students. Local graduates benefit from the Knowledge Transfer Programme which connects businesses and graduates. This programme has recently been extended to support other vulnerable young people who are at a high risk of not accessing employment, education or training.

Housing Directorate

Access to good quality housing plays a major part in supporting a person's life chances. We are committed to providing housing services that meet the needs of our tenants, tackle any problems in the private rented sector and connects with wider communities. All residents are encouraged to shape their service and will be treated with dignity and respect

Barbara Brownlee

Director of Housing

The Housing Directorate aims to provide 200 affordable housing units in the Borough each year for the next five years. These will be developed in line with planning policy and with clear expectations for affordable housing that can be adapted to changes through the lifespan of a resident, conformity to wheelchair accessibility, and build to Sustainable Code Level 4 to ensure thermal efficiency and reduced energy costs.

The Housing Department are developing a partnership with the Essex Probation Service to return 10 empty homes back into living accommodation, providing ex-offenders with building and renovation skills and also a place to live with funding to support this received from Homes and Communities Agency (HCA).

The Council formed a housing development company in 2013 – Gloriana - to further its housing development ambitions. Gloriana will provide additional affordable housing and low cost home ownership to galvanise the Thurrock housing market, provide high quality, high design housing and also provide a platform for residents to access the housing market.

A new online housing registration process was also launched in 2013 with accompanying open days and surgeries held across the borough to assist applicants with limited IT skills or no access to a computer. Vulnerable and elderly applicants have further been identified and assisted with making an application over the telephone. The online application form and the Thurrock Choice Homes website are now available in 15 different languages whilst support for those with dyslexia, learning difficulties and visual impairments are provided via "Browse Aloud" which reads out the text for the applicant.

The Council has launched a Vulnerable People protocol which identifies joint working practices to support vulnerable people in maintaining their tenancy. A staff training programme has been developed which includes training on hoarding and mental capacity. Safeguarding champions have also been identified.

The Rents Team have brought in a Financial Inclusion Officer to maximise financial inclusion and concentrate on issues around access to welfare benefits, financial advice and opening of bank accounts. The Officer has assisted tenants to move to more affordable accommodation helps to meets their needs and maximise their

income. The Rents Team assist those at risk of tenancy failure, ensuring Housing Benefits claims are in place and liaise with many support agencies.

A new partnership was set up with Family Mosaic to offer financial support to those affected by the welfare reform changes and early intervention to postpone possession action. Many tenants have received food parcels and grants for fuel and other immediate needs via the Essential Living Fund.

Integrated into the Housing's procurement and contract arrangements is an expectation to create local employment opportunities. In the last year over 80 jobs and more than 10 apprenticeships have been created through the contractor supply chain.

Through the Private Sector Housing Strategy, our aim is to improve the quality of private housing stock and in doing so improve the health and well-being of residents. We will complete Well Home Visits to conduct accommodation and health assessments and in this way target resources to the properties and people in most need.

Housing are providing resources to TRUST to fund a housing advisor who specifically works with BME groups on housing issues, giving them greater access and advice to services.

Our Housing Adaptation Service continues to work in partnership with Thurrock Coalition and Social Care, to support residents to increase their independence at home through housing adaptation works. 83% of residents assisted have reported that their independence has increased and feel better able to cope with their disability.

Housing also provides assistance to vulnerable residents through our Private Housing Service to improve housing conditions and remove hazards. This is a result of action taken against landlords to help residents feel safer, warmer and healthier at home.

Environment Services

Our aim is to promote and protect our clean and green environment, working with all communities to take pride in our Borough

Darren Henaghan

Director of Environment

The Environment Services Department provides a range of front line services across the borough. These services are designed to be as accessible as possible to all residents and visitors and any change to service offer involves a review of accessibility criteria to ensure that the new arrangement has considered the needs of the diverse range of users.

The core frontline services of the Department include;

- Household waste and recycling collections
- Household Waste and Recycling Centre
- Grounds Maintenance and Park and Open Spaces provision
- Street Cleansing
- Highway and footpath repairs
- Winter Maintenance
- Play Area Maintenance
- Tree and Arboriculture Works
- Cemetery Maintenance and Burials

Waste Collection Services provide assisted collection arrangements with operatives collecting and returning the bins to their normal storage point for residents with disabilities and literature relating to the service has been produced in a range of community languages. All bins that are procured are now marked with in the RNIB approved manner to enable the visually impaired to take part in the Councils recycling programme.

As play areas have been re-developed they are redesigned to take into account the needs of all children to ensure that equipment has the broadest possible usage and that the areas are designed with wheel chair accessibility in mind.

Our Cemeteries are designed with access in mind and the knowledge that a number of visitors are potentially frail and therefore a programme of new pathways has been commenced and lawned (clear of plinths and floral tributes) areas have been promoted which enable ease of access.

At our Country Park at Langdon Hills the Santa in the Woods event which attracts over 1000 visitors is operated across a wholly wheel chair accessible route to ensure that the event caters for the widest range of needs and that both the physically and visually impaired audience can take part in what has become a part of the Thurrock cultural calendar.

The Public protection team has worked alongside the Community Safety Partnership (CSP) to implement a number of targeted activities as directed by the Equality Impact Assessment of the CSP delivery plan for 2013/14.

AGE:

There were only 2 distraction burglaries in 2013 reported, compared to 8 in 2012

Vulnerable residents who are at greater risk from rogue traders have been targeted for crime prevention by their care workers and have received personal calls from housing and trading standards on days of action. Trading standards have a vulnerable person policy in their protocol for when they will deal with consumer issues.

There has been a 68% decline in young offenders coming into the criminal system since the year 2009/10 to 2013. Young people at risk of becoming offenders have been targeted through the high risk behaviours programme, in addition to a crime day being hosted with a focus on serious youth violence.

RACE:

There were 300 hate crime incidents in the year Oct 2012 to Sept 2013, a 28% increase on previous year's figures. 81% of the hate crimes were racially aggravated. Thurrock has the highest racially aggravated crimes per 1,000 population in Essex: this is in direct correlation to a higher proportion than Essex of Black Minority Ethnic population at 18%. The CSP is aware that hate crime is very under reported. We have continued to promote 3rd party reporting through True Vision and will be supporting Essex Police to deliver the "Stop the Hate" campaign.

The Locality Action Groups have provided a multi-agency response to hate crime cases which have been brought before them. Following an increase of young people committing this offence we have commissioned a theatre group to deliver "Fierce book" in primary schools addressing bullying, discrimination and on line safety. Some races /cultures are adversely impacted by Honour Based Abuse; we have protocols in place and have delivered a series of workshops to raise awareness of professionals on the issue of forced marriage.

GENDER:

81% of victims of reported domestic abuse were females, typically between 21 and 25 years. The Public Protection Directorate has participated in a number of initiatives in the delivery of the local Violence Against Women And Girls agenda, spearheaded by the Thurrock Community Safety Partnership. These include running workshops for staff and representatives from schools and voluntary sector bodies engaged in this work, to empower them to respond effectively to victims and potential victims of forced marriage. In addition the CSP has commissioned the South Essex Rape and Incest Crises Centre (SERICC) to deliver a 12-week programme to young people at risk of high risk behaviour which includes sessions on domestic abuse and sexual violence. In addition, SERICC will deliver a programme of self- defence classes to raise the self-esteem of young girls and women.

SEXUALITY:

There were 13 hate crimes due to the victims sexual orientation reported in the year ending September 2013. The CSP hosted a day of “educate and celebrate” to raise awareness of how schools and professionals can mainstream the LGBT agenda into the curriculum.

DISABILITY

Public protections licensing team have reviewed their policy on the provision of wheelchair accessible licensed vehicles, this involved consultation with the taxi trade and disability groups.

There were 17 hate crimes due to the victims disability reported in the year ending September 2013. Again the CSP recognise that hate crime reporting by this community is under reported. We have continued to promote hate crime reporting through hosting stay safe events for people with learning differences, and have supported Thurrock Lifestyle Solutions to deliver a programme of workshops called S.A.F.E.R. on how people with learning disabilities can cope with bullying.

In 2013 Thurrock Diversity Network expressed concern at proposals to reduce funding for PCSOs – Police Community Support Officers. As a response they arranged a consultation targeting the views of learning disabled adults who have expressed fear of living alone and getting out and about in their communities. 90% of respondents felt that removing PCSOs would result in an increase in their fear of crime. As a result, this engagement was feedback to the Police and Crime commissioner to challenge the proposal to reduce funding for PCSOs, and to demonstrate why PCSO are so valuable to our vulnerable members of the community.

There have been 2 recent examples of adult social care working with an elderly person and a learning disabled person who did not feel as safe as they would like. The Community safety partnership has facilitated PCSO’s now paying regular visits in the community to these 2 people and the crime reduction officer is paying a visit to provide further advice on staying safe.

RELIGION

We have supported the Sikh community with crime prevention advice following concerns raised by them over theft of gold during Diwali. This operation was successful and we did not see this community adversely affected by burglary in 2013.

CIVIL PROTECTION – EMERGENCY PLANNING

All of our emergency plans carry diversity and equality statements and the team have attended diversity training. In addition our standards and audit committee report includes the impact assessment as required. Also our rest centre plans etc. and welfare for any evacuees takes into account any needs for diversity and equality.

Adults, Health and Commissioning

‘Our vision is that all people in Thurrock will have the opportunity to enjoy independent, rewarding and healthy lives in communities that are welcoming, inclusive, safe and secure’.

Roger Harris

Director of Adults, Health and Commissioning

The focus for Adult Services is finding ways of supporting people who are vulnerable and marginalised to achieve the best possible outcomes for themselves.

One example includes our commitment to becoming a Dementia Friendly Community; people with dementia and their carers talk about the everyday challenges they face in living well with dementia. This can include difficulty using technology, getting appropriate service in shops, banks and post offices and in using transport, going on holiday, maintaining social contact and hobbies.

Although help from health and care services is vitally important, we are encouraging staff to take to action to make the local community a place where people can be supported to live well with the condition. With a predicted increase of nearly 25% in the number of people in Thurrock with the condition by 2020, many members of staff are signing up to be a Dementia Friend. The Dementia Friends initiative is the first step to Thurrock becoming a Dementia Friendly Community.

Another example is the Local Area Coordination programme currently running in 3 locations in Thurrock. The LACs local presence means that people who are vulnerable are able to develop their own solutions but with the ‘light touch’ support of the LAC. People who might have fallen into a crisis situation or needed a formal service, are now being supported to live independently within their own community. And where formal services are needed, the LACs co-ordinate the often bewildering array of services around the individual. As the LACs become established, more examples of how a LAC has helped residents emerge. Examples include helping people to have a voice and be heard, for example with housing options and overcoming isolation by supporting links with community networks rather than traditional social care models. Although the LAC programme is relatively new in Thurrock, initial evidence is showing that the programme can really help stem demand on traditional services by making the most of strengths and associations within communities therefore perpetuating a sustainable model. This initial success has led to consideration of expanding the programme into other areas in Thurrock.

The Local Area Co-ordinator programme embeds the principles of Asset Based Community Development, and fully aligns with the Council’s commitment to supporting the development of Community Hubs with Thurrock’s voluntary and community sector. The Local Area Co-ordination programme is part of a larger

Building Positive Futures transformation programme for Adult Social Care. BPF includes a number of elements:

- Creating the communities that support health and well-being
- Creating the homes and neighbourhoods that support independence and
- Creating the social care and health infrastructure to manage demand.

Our extra care housing scheme in Stifford Clays 'Elizabeth Gardens' opened in June 2013. The scheme was developed as a joint venture between Housing, Adult Social Care and Hannover Housing Association. The scheme enables residents to remain independent for as long as possible. Another key achievement supporting independent living for older people was the successful bid for £1.3 million of Government funding to support the development of 28 new 'care ready' homes in Derry Avenue, South Ockendon.

Transformation is central to adult social care. We know that the number of people living longer is increasing and that an increased number of these people will live in ill-health and with a greater complexity of needs. Further examples of our transformation journey includes Cariads: this is a new information and advice service for carers that started February 2013. Cariads is comprised of three independent organisations – Thurrock Mind, Thurrock Lifestyle Solutions and Thurrock Independent Living Centre. Previously this was the Council run Carers Centre which we have outsourced to allow for more carers to access services and allow for an independent voice for carers.

The council has also outsourced its 'day opportunities' for people with learning disabilities to Thurrock Lifestyle Solutions – a user-led community interest company. 47 staff transferred to TLS February 2013 on a £1.5 million contract. The transfer is both transformational and entrepreneurial. It puts people with disabilities firmly in charge of the services they receive, and shows the move away from more 'traditional' models of adult social care.

Both Cariads and Thurrock Lifestyle Solutions embrace the commitment we have to co-production and enabling people to have a real say and involvement in shaping services, informing commissioning and enabling the delivery of results that people want. In 2013 Thurrock asked the Local Government Association to run an Adult Social Care Peer Challenge with the focus on co-production and community engagement. The challenge aimed to assess achievements and areas for improvement. The review concluded that adult social care has a 'strong vision in this area which is ambitious, radical, bold, innovative and with good sign-up'. It also concluded that the 'council works effectively in collaboration with the Thurrock Coalition (ULO), Healthwatch Thurrock, Thurrock Lifestyle Solutions, Community and Voluntary Sector and NELFT'. The review further concluded that 'consultation and engagement with users and carers is typically well-done' and that further improvements could be made through 'widening and deepening relationships with the Third Sector to further increase consultation and engagement and allow the Compact to become embedded'

Cultural Services also form part of the Directorate. A diverse offer from the service helps to raise awareness about Thurrock's diverse heritage, supporting education

events in schools, within the museum and across communities. Key examples from 2013 include support for a special event to mark the 65th anniversary of the Empire Windrush at the Port of Tilbury, as well as support and advice in preparation for Thurrock's commemoration of the Great War.

The Theatre service hosted the opening event for the Thurrock Arts Trail and the Essex Summer of Art at the Barns and the High House Production Park. The exceptional Thurrock Drama Festival was joined by the first Thurrock Speech and Drama Festival for young people, and in September a second Thurrock International Film Festival welcomed guests from London, Wales and two film makers who had flown in from Arizona especially to see their film in competition.

Thurrock International Celebration of Culture presented a series of events; - The Grays Street Festival and Olympic Heritage Trail was closely followed by the visit of the Orchestra du Bretagne with guest soloist Chris Brubeck. The concert also included 90 Thurrock Youngsters from the Music Service and the RM19 Youth Choir. A Battle of The Bands, a choral festival, and Jazz workshops also contribute to the arts and heritage offer from council services.

Public Health joined the council in April 2013 and in the first year have produced the first annual public health report which describes how we aim to improve services for our residents and transform the organisational culture to one where we value all our residents, employees and partnerships. In our first year we have held public consultations in the community reviewing how to deliver weight management services. We have actively engaged many different communities and faith groups to help understand the needs of the local people, and we have developed a sports coordinator role in the community to reach out to those populations who do not participate in sports and activity. Public Health is fully engaged in Asset Based Community Development (ABCD) and engaged with the positive work of the Local Area Coordinators.

Working in the local authority has allowed public health to engage with various communities and stakeholders so we can start to understand how we should deliver prevention to our local communities. In 2014/15 we will be working in partnership to produce our Joint Strategic Needs Assessment where we will engage across our communities. We are also remodelling three of our preventative services and will engage fully with all the different diverse community groups across Thurrock to make sure we get the new services right.

Equality means ensuring that everyone is able to participate in all of activities and access all the preventative services on an equal footing. Our aim is to provide preventative services to reach all our communities

Planning and Transport Directorate

Planning and Transportation has a key role to play in the development of a fair and cohesive community in Thurrock. As we grow as a Borough, our services will be increasingly important to ensure fair access to sustainable travel, homes, jobs and leisure opportunities for all our residents wherever they live.

David Bull

Director of Planning and Transportation

Within the Planning and Transportation Directorate the Strategic Planning, Growth and Strategy, Development Management and Building Control Teams have a key role to play in the development of a fair and cohesive community in Thurrock.

The purpose of the planning system is to contribute to the achievement of sustainable development. At the heart of this process is the need to promote the development of strong, healthy and inclusive communities, by providing the supply of housing required to meet the needs of present and future generations and by creating a high quality built environment, with accessible local services that reflect the community's needs and support its health, social and cultural well-being.

The planning system also must take account of and support local strategies to improve health, social and cultural wellbeing for all, and have regard to these in creating a shared vision with communities for the development of their area. To support this, local planning authorities should aim to involve all sections of the community in the development of Local Plans and in planning decisions, and should facilitate neighbourhood planning.

The Core Strategy is the key strategic planning document for the Council and sets out the principal policies for the future development of Thurrock over the plan period to 2026. It also provides the basis for the determination of planning applications with all decisions required to be taken in accordance with the development plan.

In February 2013 the Council commenced preparation of a new Local Plan for Thurrock to replace the Core Strategy. This will play a key role in driving forward the future growth and regeneration of Thurrock, securing the maximum local benefit from this growth in terms of employment, community facilities and infrastructure.

In Thurrock the plan-making process is underpinned by the preparation of Sustainability Appraisal (SA) and Strategic Environmental Assessment (SEA) which fully embed the use of Equality Impact Analysis (EqIA) to inform the development of policy and the allocation of land, sites and infrastructure to meet community needs.

An integral part of the plan-making process is the need to fully reflect and respond to the views of the local community in shaping the future development of Thurrock. To achieve this, the emerging Local Plan will be subject to extensive public consultation at each stage of the plans development. This is a statutory requirement and

reflecting this obligation the Council will prepare and publish a new Statement of Community Involvement (SCI) Document which will set out how the Council intends to engage with stakeholders, delivery partners and the local community throughout the process of preparing the new Local Plan.

The EqIA approach is also used to inform non-statutory planning documents including the production of Supplementary Planning Documents and Master Plans such as those currently being prepared for Lakeside and Grays Town Centre.

The Directorate is also responsible for preparing the Thurrock Transport Strategy (TTS) sets out the Council's transport policies and priorities 2013-2026.

The TTS sets out a strategy for managing congestion, improving accessibility and road safety, and addressing climate change objectives in support of the Council's overarching aspirations for the future growth of Thurrock. The TTS provides a clear transport vision for Thurrock and identifies priorities for action supported by a series of projects, programmes designed to deliver improvements across the transport networks serving the Borough.

The annual Highways and Transport Programme (HTP) provides further detail on how the Council will prioritise resources and funding to improve the delivery of transport services and infrastructure in Thurrock. This includes proposals for improving accessibility both to and by public transport to key community facilities and centres, together with recognition of the importance of good design in the location and development of new transport infrastructure in order to provide equality of opportunity and access for all users.

The Council is leading the way in promoting the use of sustainable transport modes through the delivery of an integrated package of Local Sustainable Transport Fund (LSTF) Schemes. These focus on encouraging increased levels of travel by sustainable transport modes supported by the provision of improved walking, cycling and public transport infrastructure, together with the development of promotional and educational campaigns designed to raise awareness of the benefits and availability of non-car modes of travel. In developing the LSTF programme the Council has sought to ensure that it meets the needs of all transport users of all ages, abilities and gender thereby enabling all sections of the community to benefit from future planned investment in new transport provision.

The Council is also involved in developing area wide transport and access strategies designed to improve access for all sections of the community to the new housing, employment and educational opportunities being created by proposals for new investment in Purfleet, Lakeside, Grays, Tilbury and London Gateway – Thames Enterprise Park. These studies are focusing on how to remove barriers to access by sustainable transport and on the delivery of targeted interventions to encourage greater use of walking, cycling and public transport.

The Council has consulted widely with the local community in developing its transport plans and strategies in order to ensure that they fully reflect and address the transport needs of the whole community. This includes the use of Equality Impact Assessments to ensure that diversity and equality issues are properly considered throughout the process of strategy development and the identification of supporting transport policy and interventions.

Part Four: Workforce Report

The Equality Act 2010 requires that all listed organisations with more than 150 employees publish prescribed data sets on equality within the workforce. As part of the Annual Equality Report we have reported on a number indicators required by the Equality and Human Rights Commission (EHRC). This section aims to provide for public scrutiny the progress which the council is making with respects to equality across the organisation. We have set out a brief summary below of the tables used in Appendix A.

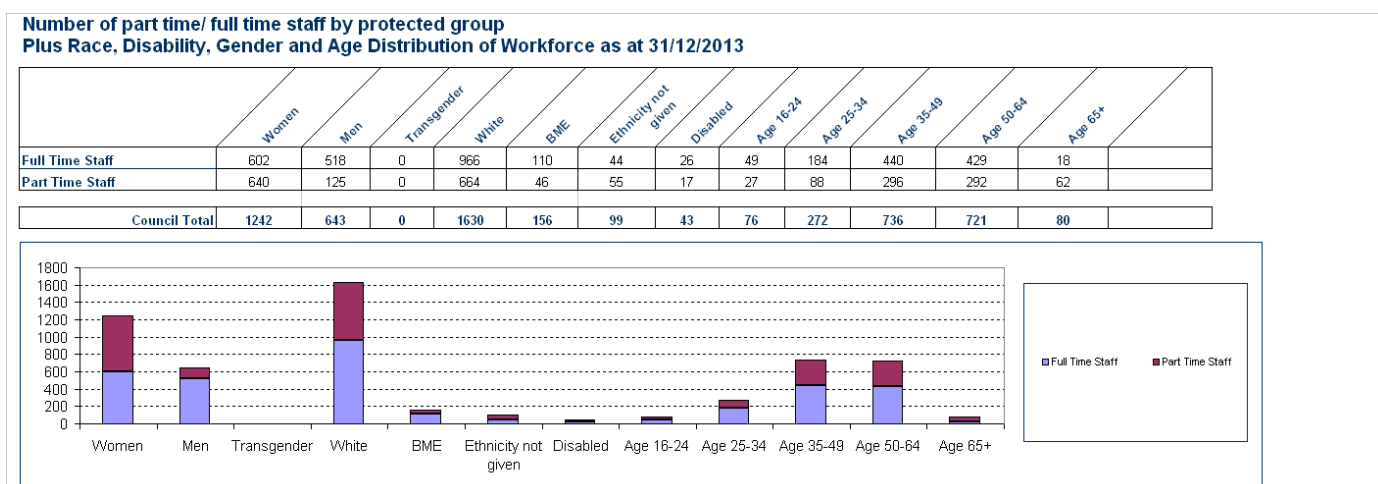
Workforce count

The data on the workforce profile (Table 1) shows a total of 1,885 employees within which an aging council population is illustrated with 38% aged over 50 and 4% aged between 16-24. The workforce profile shows 66% of the workforce is female and 34% male. The ethnicity split at Thurrock Council is currently 87 % white, 8% BME and 5% not known.

Part time/full time staff

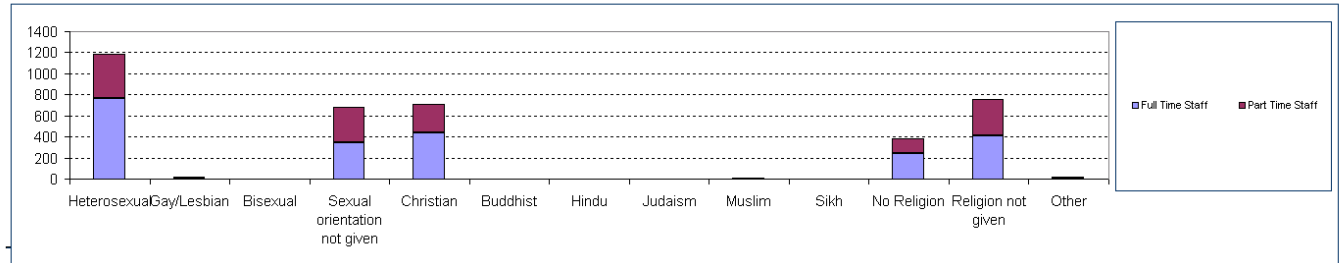
The split between full time and part time working for women is comparable with 48% of women working full time and 52% working part time. However men employed with the council tend to work full time.

Table 1



**Number of part time/ full time staff by protected group
Plus Race, Disability, Gender and Age Distribution of Workforce as at 31/12/2013**

	Heterosexual	Gay/Lesbian	Bisexual	Sexual orientation not given	Christian	Buddhist	Hindu	Judaism	Muslim	Sikh	No Religion	Religion not given	Other
Full Time Staff	764	11	3	342	436	3	2	3	8	3	246	409	10
Part Time Staff	420	5	1	339	277	0	0	0	0	0	138	344	6
Council Total	1184	16	4	681	713	3	2	3	8	3	384	753	16

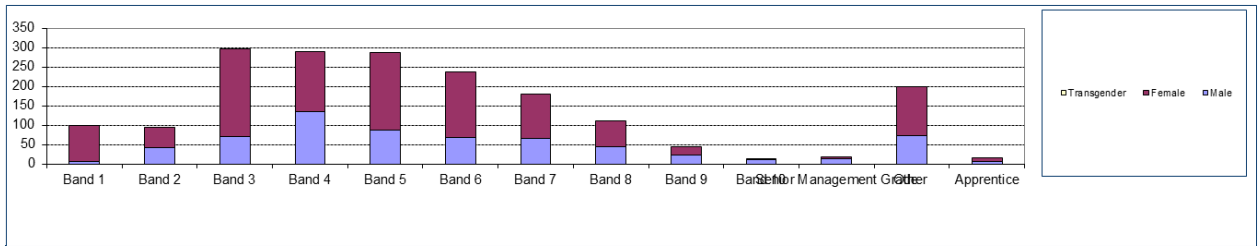


Gender pay information

Women have a greater representation on lower pay bands 93% of staff on Band 1 are women whilst 7% men. 76% of staff on Band 3 are women and 24% men. Band 9 has an almost equal split of men and women at 51% and 49% respectively. However there are more women overall as a percentage of the workforce.

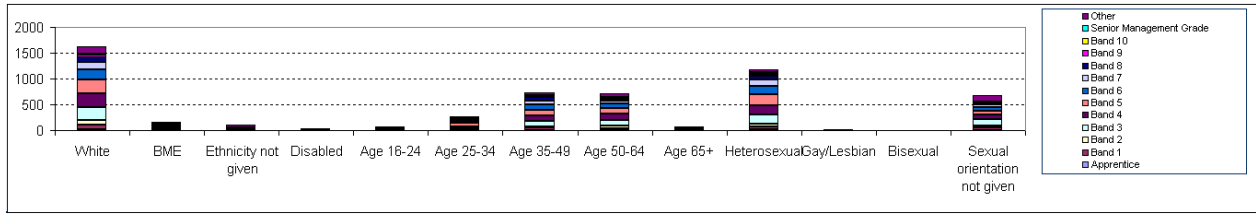
Gender Pay Gap Information as at 31/12/2013

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Band 10	Senior Management Grade	Other	Apprentice
Male	7	41	70	135	87	69	66	45	22	10	12	73	6
Female	93	54	226	154	199	168	114	66	23	2	6	127	10
Transgender													
Council Total	100	95	296	289	286	237	180	111	45	12	18	200	16



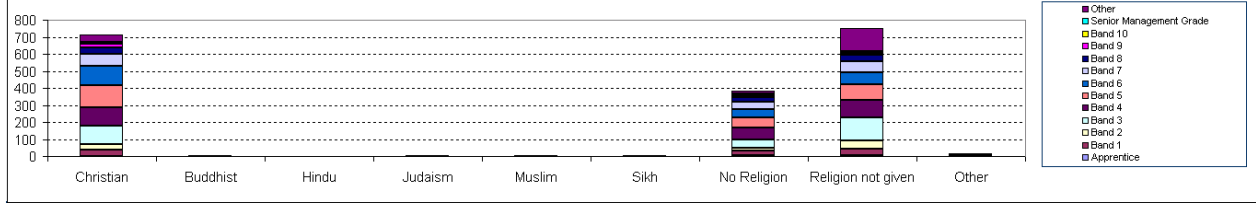
Pay Gap For Other Protected Groups as at 30/12/2013

	White	BME	Ethnicity not given	Disabled	Age 16-24	Age 25-34	Age 35-49	Age 50-64	Age 65+	Heterosexual	Gay/Lesbian	Bisexual	Sexual orientation not given
Apprentice	16	0	0	2	16	0	0	0	0	9	0	0	7
Band 1	96	2	2	1	2	5	52	36	6	58	0	0	42
Band 2	84	1	10	3	3	3	21	53	15	55	0	0	40
Band 3	254	26	16	4	21	36	109	113	17	173	3	0	120
Band 4	270	15	4	6	11	34	112	126	6	192	2	2	93
Band 5	255	28	3	4	11	66	95	101	13	206	3	0	77
Band 6	199	30	8	7	4	36	110	82	5	168	0	1	68
Band 7	150	24	6	5	0	39	75	65	1	125	1	0	54
Band 8	92	14	5	4	0	11	61	39	0	74	2	0	35
Band 9	40	4	1	2	0	3	25	17	0	37	1	0	7
Band 10	12	0	0	0	0	0	5	7	0	7	1	1	3
Senior Management Grade	17	0	1	2	0	1	7	10	0	16	1	0	1
Other	145	12	43	3	8	38	64	73	17	64	2	0	134
Council Total	1630	156	99	43	76	272	736	721	80	1184	16	4	681



Pay Gap For Other Protected Groups as at 31/12/2013

	Christian	Buddhist	Hindu	Judaism	Muslim	Sikh	No Religion	Religion not given	Other
Apprentice	2	0	0	0	0	0	7	7	0
Band 1	34	0	0	0	0	0	28	36	2
Band 2	33	0	0	0	0	0	12	49	1
Band 3	110	1	0	0	0	0	48	135	2
Band 4	105	0	0	0	3	0	72	104	5
Band 5	133	0	0	0	0	0	62	90	1
Band 6	114	0	1	1	1	1	45	73	1
Band 7	67	1	0	2	1	0	46	62	1
Band 8	41	1	1	0	1	1	24	41	1
Band 9	21	0	0	0	1	1	13	8	1
Band 10	6	0	0	0	1	0	2	3	0
Senior Management Grade	5	0	0	0	0	0	6	7	0
Other	42	0	0	0	0	0	19	138	1
Council Total	713	3	2	3	8	3	384	753	16

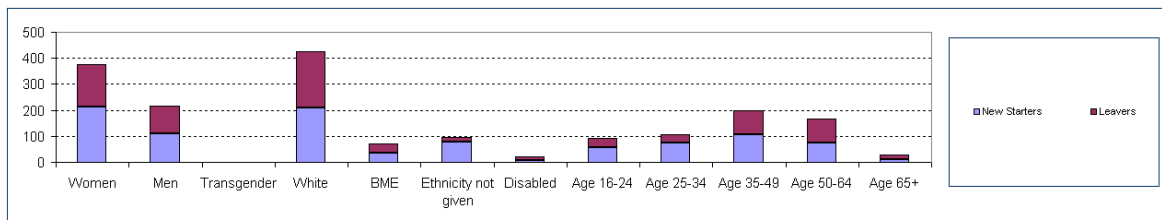


New starters and leavers

66% of new starters in 2013 were women and 34% were men. 10% of new starters were from the BME population, and 2% of new starters were disabled. The 35 – 49 age groups have seen the highest number of new starters at 33%. This follows the trend of an older workforce profile. 59% of leavers in 2013 were women in contrast to 41% of men.

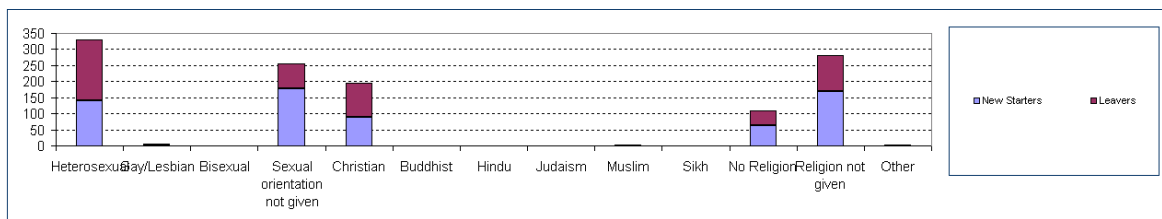
Total New Starters and leavers for calendar year 01/01/2013 - 31/12/2013

	Women	Men	Transgender	White	BME	Ethnicity not given	Disabled	Age 16-24	Age 25-34	Age 35-49	Age 50-64	Age 65+
New Starters	214	109	0	209	35	79	7	58	73	107	73	12
Leavers	162	109	0	217	37	17	14	33	35	93	92	18



Total New Starters and leavers for calendar year 01/01/2013 - 30/12/2013

	Heterosexual	Gay/Lesbian	Bisexual	Sexual orientation not given	Christian	Buddhist	Hindu	Judaism	Muslim	Sikh	No Religion	Religion not given	Other
New Starters	142	3	0	178	89	0	0	0	1	0	62	169	2
Leavers	189	4	0	78	107	0	1	0	1	1	46	113	2

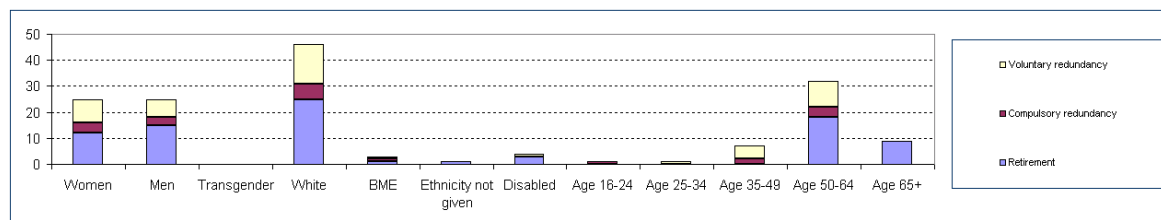


Other reasons for termination

An even split of 50% of women left the council due to redundancy or retirement alongside 50% of men. In line with an older workforce profile the 50 – 64 age group saw the highest number of staff who left due to redundancy or retirement.

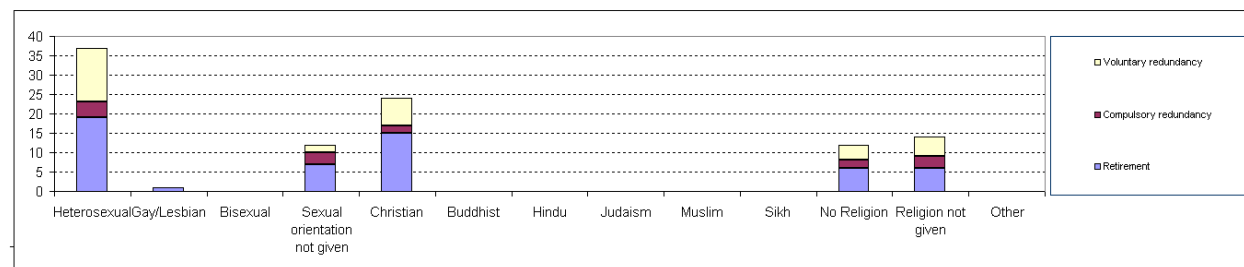
Other reasons for termination e.g redundancy or retirement for calendar year 01/01/2013 - 31/12/2013

	Women	Men	Transgender	White	BME	Ethnicity not given	Disabled	Age 16-24	Age 25-34	Age 35-49	Age 50-64	Age 65+
Retirement	12	15	0	25	1	1	3	0	0	0	18	9
Compulsory redundancy	4	3	0	6	1	0	0	1	0	2	4	0
Voluntary redundancy	9	7	0	15	1	0	1	0	1	5	10	0
Council Total	25	25	0	46	3	1	4	1	1	7	32	9



Other reasons for termination e.g redundancy or retirement for calendar year 01/01/2013 - 30/12/2013

	Heterosexual	Gay/Lesbian	Bisexual	Sexual orientation not given	Christian	Buddhist	Hindu	Judaism	Muslim	Sikh	No Religion	Religion not given	Other
Retirement	19	1	0	7	15	0	0	0	0	0	6	6	0
Compulsory redundancy	4	0	0	3	2	0	0	0	0	0	2	3	0
Voluntary redundancy	14	0	0	2	7	0	0	0	0	0	4	5	0
Council Total	37	1	0	12	24	0	0	0	0	0	12	14	0



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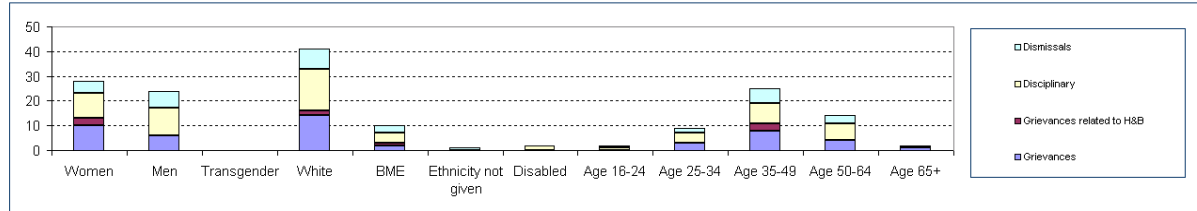
The workforce benchmark is the overall community profile of different equality groups when measured against the numbers within the council. It is assumed that with all measures equal that similar number of residents should be employed in the council when compared to their representation in the council. A disparity in these measures may indicate some form of inequality or barrier to access.

Grievances disciplinary and dismissals

A total of 16 grievances were reported in 2013. These included 3 cases related to harassment and bullying. Grievances were reported by 1% of white staff, 1% of BME staff and 0% of lesbian, gay, bisexual or transgender staff.

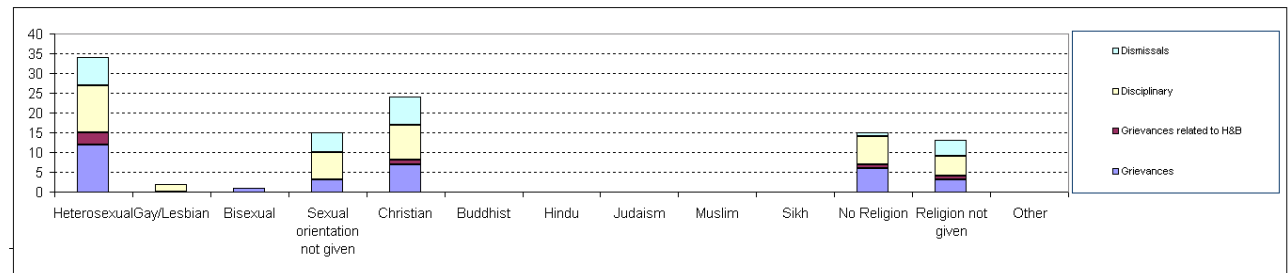
**Grievances including reported incidents of harassment
Disciplinary and Dismissals for calendar year 01/01/2013 - 31/12/2013**

	Women	Men	Transgender	White	BME	Ethnicity not given	Disabled	Age 16-24	Age 25-34	Age 35-49	Age 50-64	Age 65+
Grievances	10	6	0	14	2	0	0	0	3	8	4	1
Grievances related to H&B	3	0	0	2	1	0	0	0	0	3	0	0
Disciplinary	10	11	0	17	4	0	2	1	4	8	7	1
Dismissals	5	7	0	8	3	1	0	1	2	6	3	0



**Grievances including reported incidents of harassment
Disciplinary and Dismissals for calendar year 01/01/2013 - 31/12/2013**

	Heterosexual	Gay/Lesbian	Bisexual	Sexual orientation not given	Christian	Buddhist	Hindu	Judaism	Muslim	Sikh	No Religion	Religion not given	Other
Grievances	12	0	1	3	7	0	0	0	0	0	6	3	0
Grievances related to H&B	3	0	0	0	1	0	0	0	0	0	1	1	0
Disciplinary	12	2	0	7	9	0	0	0	0	0	7	5	0
Dismissals	7	0	0	5	7	0	0	0	0	0	1	4	0

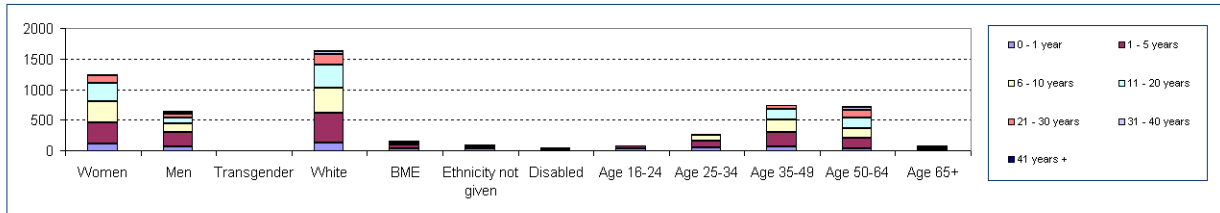


Length of service

A high proportion of staff between the two age categories extending from 35-64 have worked at the council between 6 – 10 years. The 1 – 5 years category has the highest number of men at 36%. The 1 – 5 years category has the highest number of white and BME employees at 29% and 41% respectively as well as the highest number of women at 28%.

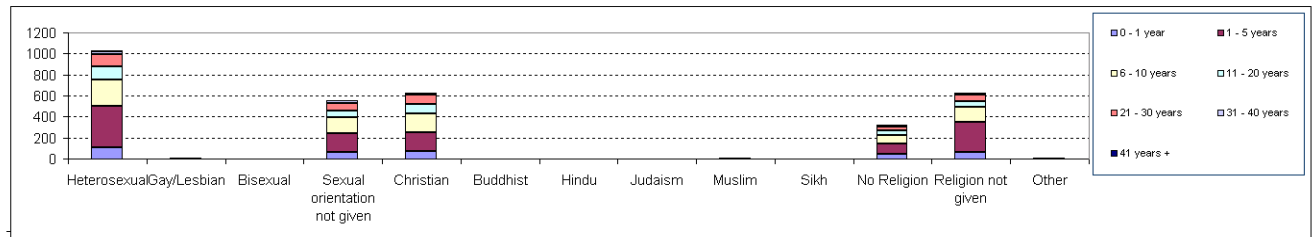
Length of service as at 31/12/2013

	Women	Men	Transgender	White	BME	Ethnicity not given	Disabled	Age 16-24	Age 25-34	Age 35-49	Age 50-64	Age 65+
0 - 1 year	115	61	0	128	24	24	5	29	43	66	34	4
1 - 5 years	349	232	0	485	64	32	7	46	116	229	174	16
6 - 10 years	332	146	0	418	43	17	14	1	98	208	154	17
11 - 20 years	310	91	0	371	18	12	10	0	15	182	178	26
21 - 30 years	123	68	0	173	6	12	6	0	0	49	129	13
31 - 40 years	12	38	0	47	1	2	0	0	0	2	46	2
41 years +	1	7	0	8	0	0	1	0	0	0	6	2
Council Total	1242	643	0	1630	156	99	43	76	272	736	721	80



Length of service as at 31/12/2013

	Heterosexual	Gay/Lesbian	Bisexual	Sexual orientation not given	Christian	Buddhist	Hindu	Judaism	Muslim	Sikh	No Religion	Religion not given	Other
0 - 1 year	107	2	0	67	68	0	0	0	1	0	46	60	1
1 - 5 years	397	5	1	178	187	0	1	0	1	2	100	289	1
6 - 10 years	279	5	1	193	175	3	0	3	2	1	106	183	5
11 - 20 years	250	1	2	148	173	0	1	0	3	0	79	140	5
21 - 30 years	122	2	0	67	89	0	0	0	1	0	41	58	2
31 - 40 years	25	1	0	24	20	0	0	0	0	0	8	21	1
41 years +	4	0	0	4	1	0	0	0	0	0	4	2	1
Council Total	1184	16	4	681	713	3	2	3	8	3	384	753	16

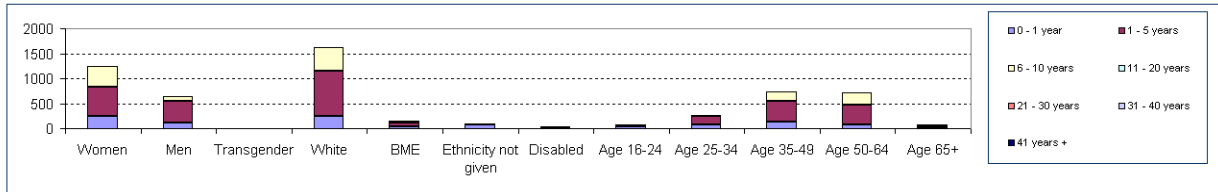


Time on pay grade

This shows that 54% of staff stay on the same pay banding for between 1 – 5 years. This is consistent for all the equality groups, with 56% of white staff and 54 % of BME staff staying on the same band for between 1 – 5 years. A high proportion are also on the same band between 6-10 years.

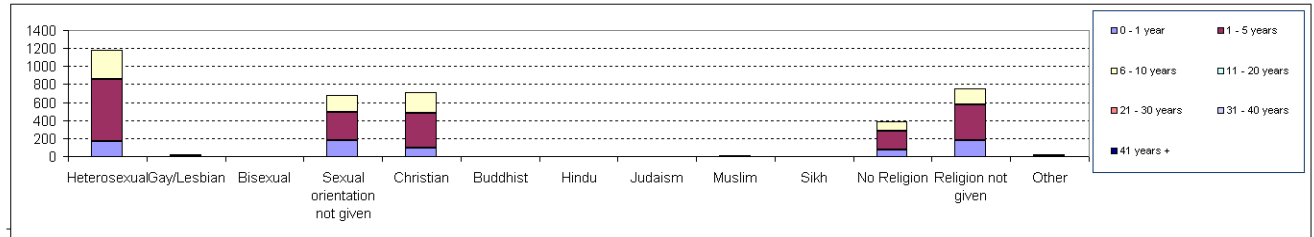
Time on pay grade as at 31/12/2013

	Women	Men	Transgender	White	BME	Ethnicity not given	Disabled	Age 16-24	Age 25-34	Age 35-49	Age 50-64	Age 65+
0 - 1 year	241	108	0	246	33	70	7	40	81	132	82	14
1 - 5 years	581	438	0	912	85	22	18	35	159	415	381	29
6 - 10 years	419	97	0	471	38	7	18	1	32	189	257	37
11 - 20 years	1	0	0	1	0	0	0	0	0	0	1	0
21 - 30 years	0	0	0	0	0	0	0	0	0	0	0	0
31 - 40 years	0	0	0	0	0	0	0	0	0	0	0	0
41 years +	0	0	0	0	0	0	0	0	0	0	0	0
Council Total	1242	643	0	1630	156	99	43	76	272	736	721	80



Time on pay grade as at 31/12/2013

	Heterosexual	Gay/Lesbian	Bisexual	Sexual orientation not given	Christian	Buddhist	Hindu	Judaism	Muslim	Sikh	No Religion	Religion not given	Other
0 - 1 year	169	4	1	175	96	0	0	0	2	0	71	179	1
1 - 5 years	691	10	3	315	382	3	1	3	5	2	215	399	9
6 - 10 years	324	2	0	190	234	0	1	0	1	1	98	175	6
11 - 20 years	0	0	0	1	1	0	0	0	0	0	0	0	0
21 - 30 years	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 40 years	0	0	0	0	0	0	0	0	0	0	0	0	0
41 years +	0	0	0	0	0	0	0	0	0	0	0	0	0
Council Total	1184	16	4	681	713	3	2	3	8	3	384	753	16

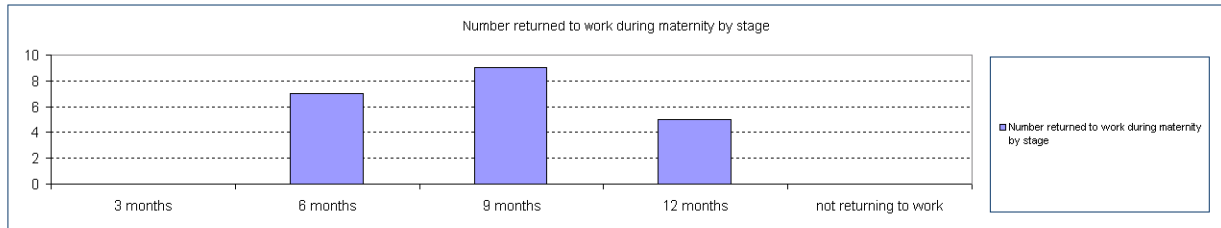


Rates of return to work of women on maternity leave

The data for 2013 shows that 33% of women return to work within 6 months, 43% between 6-9 months and the remaining 24% between 9-12 months. There were no instances of women not returning to work.

Rates of return to work of women on maternity leave 01/01/2013 - 31/12/2013

	3 months	6 months	9 months	12 months	not returning to work
Number returned to work during maternity by stage	0	7	9	5	0
Council Total	0	7	9	5	0

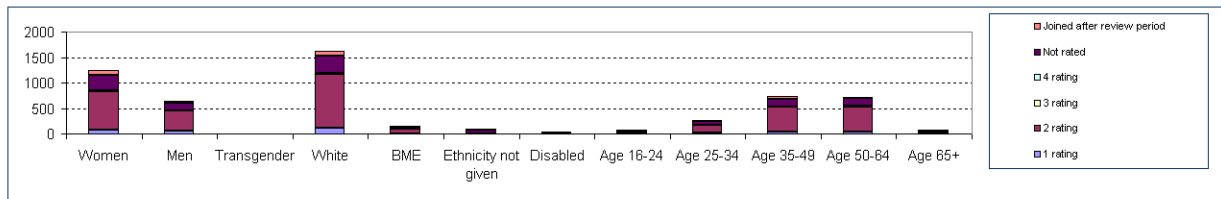


Performance Assessments

The data on performance rating shows that a majority of all staff (62%) achieve a 2 rating. This is demonstrated with 62% of women, 62% of men, 65% of white employees, 60% of BME employees, 69% of heterosexual and 50% of gay/lesbian and bisexual staff all achieving a 2 rating.

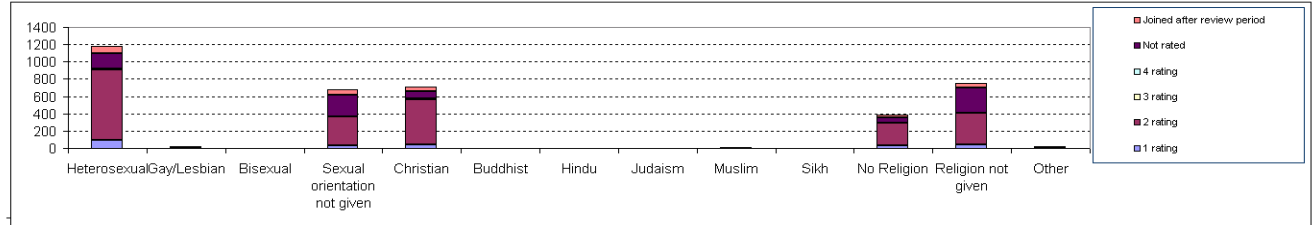
Performance Assessments as at 30/04/2013

	Women	Men	Transgender	White	BME	Ethnicity not given	Disabled	Age 16-24	Age 25-34	Age 35-49	Age 50-64	Age 65+
1 rating	74	48	0	115	7	0	2	1	27	47	45	2
2 rating	765	397	0	1062	94	6	30	20	135	479	489	39
3 rating	13	6	0	12	7	0	0	0	4	6	9	0
4 rating	0	1	0	1	0	0	0	0	0	0	1	0
Not rated	291	144	0	335	33	67	7	28	70	150	152	35
Joined after review period	99	47	0	105	15	26	4	27	36	54	25	4
Council Total	1242	643	0	1630	156	99	43	76	272	736	721	80



Performance Assessments as at 30/04/2013

	Heterosexual	Gay/Lesbian	Bisexual	Sexual orientation not given	Christian	Buddhist	Hindu	Judaism	Muslim	Sikh	No Religion	Religion not given	Other
1 rating	93	1	0	28	44	1	0	0	2	0	31	41	3
2 rating	817	7	3	335	516	2	2	3	4	2	260	362	11
3 rating	12	0	0	7	11	0	0	0	0	0	3	5	0
4 rating	1	0	0	0	0	0	0	0	0	0	1	0	0
Not rated	179	6	1	249	89	0	0	0	1	0	56	287	1
Joined after review period	82	2	0	62	53	0	0	0	1	1	33	58	1
Council Total	1184	16	4	681	713	3	2	3	8	3	384	753	16

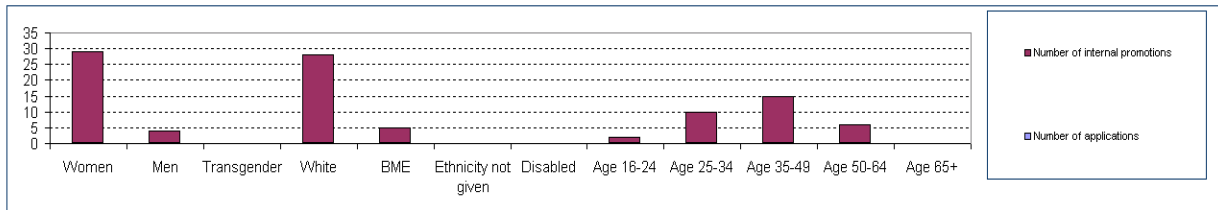


Success rates of job applicants

We are unable to report on the equality breakdown of applicants to Thurrock Council. However of the 33 internal promotions recorded, 88% were women and 12% were men, 85% were white, 15% were BME and 0% did not disclose their ethnicity.

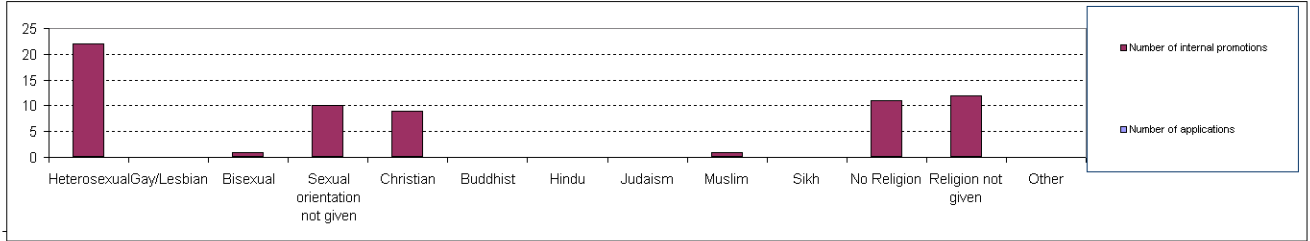
Success rates of job applicants

	Women	Men	Transgender	White	BME	Ethnicity not given	Disabled	Age 16-24	Age 25-34	Age 35-49	Age 50-64	Age 65+
Number of applications	X	X	X	X	X	X	X	X	X	X	X	X
Number of internal promotions	29	4	0	28	5	0	0	2	10	15	6	0
Council Total	29	4	0	28	5	0	0	2	10	15	6	0



Success rates of job applicants

	Heterosexual	Gay/Lesbian	Bisexual	Sexual orientation not given	Christian	Buddhist	Hindu	Judaism	Muslim	Sikh	No Religion	Religion not given	Other
Number of applications	X	X	X	X	X	X	X	X	X	X	X	X	X
Number of internal promotions	22	0	1	10	9	0	0	0	1	0	11	12	0
Council Total	22	0	1	10	9	0	0	0	1	0	11	12	0

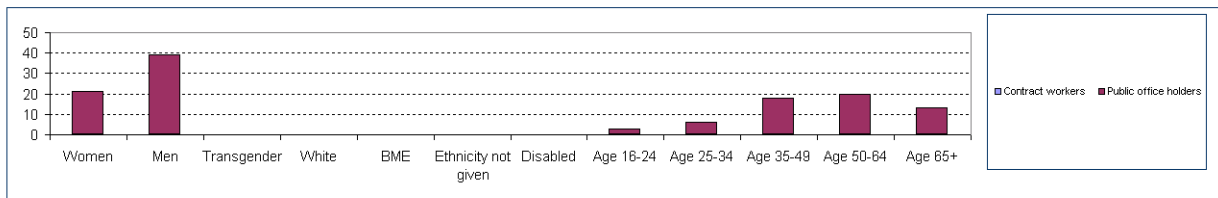


Contract workers and public office holders

The performance data shows that the majority of public office holders are men (65%). The majority of public office holders are in the 50-64 age category (33%), whilst the smallest number are found in the 16-24 age category.

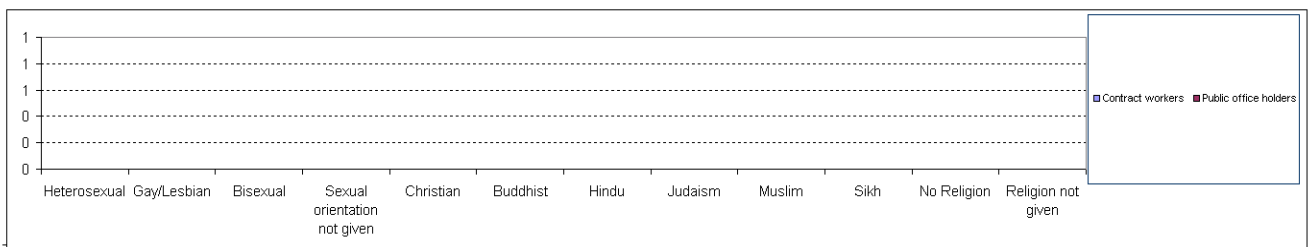
Contract workers and Public office holders as at 31/12/2013

	Women	Men	Transgender	White	BME	Ethnicity not given	Disabled	Age 16-24	Age 25-34	Age 35-49	Age 50-64	Age 65+
Contract workers	X	X	X	X	X	X	X	X	X	X	X	X
Public office holders	21	39	0	N/A	N/A	N/A	N/A	3	6	18	20	13
Council Total	21	39	0	0	0	0	0	3	6	18	20	13



Contract workers and Public office holders as at 31/12/2013

	Heterosexual	Gay/Lesbian	Bisexual	Sexual orientation not given	Christian	Buddhist	Hindu	Judaism	Muslim	Sikh	No Religion	Religion not given
Contract workers	X	X	X	X	X	X	X	X	X	X	X	X
Public office holders	X	X	X	X	X	X	X	X	X	X	X	X
Council Total	0	0	0	0	0	0	0	0	0	0	0	0



Staff Survey

The staff survey is conducted on a bi-annual basis and data will be available in 2014.

Thurrock Council Equality Report Definitions 2013

This section provides a comparative analysis with data published in 2012

Chart Title	Data Definition 2012	Data Definition 2013	Comparison
Number of part time / full time staff by protected group	The split between full time and part time working for women is quite equal as 51% of women are full time and 49% are part time.	The split between full time and part time working for women is quite equal as 49% of women are full time and 51% are part time.	This shows a swing of 2% in the opposite directions
	The split between full time and part time working for men remains quite wide with 84% of men working full time and only 16% working part time.	The split between full time and part time working for men remains quite wide with 80% of men working full time and only 20% working part time.	This shows a decrease of 4% of men working full time and a 4% increase in men working part time.
	The ethnicity split at Thurrock Council is currently 89% white, 9% BME and 2% not known.	The ethnicity split at Thurrock Council is currently 87% white, 8% BME and 5% not known.	This shows a slight decrease of 2% for white employees, 1% decrease in BME employees and 3% increase in those with a not known ethnicity.
	This chart shows that 73% of Thurrock Councils BME employees are full time as opposed to its white employees at 62%	This chart shows that 70% of Thurrock Councils BME employees are full time as opposed to its white employees at 59%	This shows a decrease of 3% of BME employees working full time and a decrease of 5% of white employees working full time
	41% of employees are in the 35-49 age group and 37% are in the 50-64 age group. These 2 age groups account for 78% of the workforce. However the 16-24 age group contains the highest number of full time workers at 79% and the 65+ age group	39% of employees are in the 35-49 age group and 38% are in the 50-64 age group. These 2 age groups account for 77% of the workforce. However the 16-24 age group contains the highest number of full time workers at 64% and the 65+ age group	The number of employees in the 35-49 age group has decreased by 2% whilst the number of employees in the 50-64 age group has increased by 1%. The 16-24 age group shows a 15% drop in full time workers & an increase of 8% in

Chart Title	Data Definition 2012	Data Definition 2013	Comparison
	contains the highest number of part time workers at 69%	contains the highest number of part time workers at 77%	the 65+ age group for part time workers
	A high proportion of Thurrock Council staff are heterosexual at 71%, however a further 27% of staff have not declared their sexual orientation.	A high proportion of Thurrock Council staff are heterosexual at 62%, however a further 36% of staff have not declared their sexual orientation.	This shows the split remains largely the same. However the number of staff who have not declared their sexual orientation has increased by 9%
	65% of heterosexual staff are full time.	65% of heterosexual staff are full time.	This shows the split remains the same.
Gender pay gap information	Band 1 has the highest % of women at 96%, followed by Band 3 at 72% and Band 5 at 69%.	Band 1 has the highest % of women at 93%, followed by Band 3 at 76% and Band 5 at 70%.	The % of women shown in Band 1 has decreased by 3%; Band 3 by 4% and Band 5 have increased by 1%.
	Band 9 now has a 47% male and 53% female split	Band 9 now has a 48% male and 51% female split	The split has swung slightly and now shows a 1% increase for men in Band 9
Pay gap for other protected groups	Band 3 has the highest number of white employees at 17% and Band 6 has the highest number of BME employees at 24%	Band 4 has the highest number of white employees at 16% and Band 6 has the highest number of BME employees at 19%	Band 4 now has the highest number of white employees whilst the highest number of BME employees remains in Band 6
	Band 5 has the highest number of disabled employees at 16% and 2% of disabled employees are in the Senior Management band	Band 6 has the highest number of disabled employees at 16% and 4% of disabled employees are in the Senior Management band	Band 6 now sees the highest number of disabled employees whilst the senior management band has increased by 2%
	Band 3 has the highest number of staff from the 16-24 age group at 21%	Band 3 has the highest number of staff from the 16-24 age group at 28%	A rise of 7%

Chart Title	Data Definition 2012	Data Definition 2013	Comparison
	Band 5 has the highest number of employees from the 25-34 age group at 24%	Band 5 has the highest number of employees from the 25-34 age group at 24%	No change in 2013
	Band 4 has the highest number of employees from the 35-49 age group at 16%	Band 4 has the highest number of employees from the 35-49 age group at 15%	Band 4 shows a 1% decrease in the 35-49 age group
	Band 3 has the highest number of staff from the 50-64 age group at 17%	Band 4 has the highest number of staff from the 50-64 age group at 17%	Band 4 now sees the highest number of staff from the 50-64 age group
	Band 3 has the highest number of staff from the 65+ age group at 36%	Band 3 has the highest number of staff from the 65+ age group at 21%	A decrease of 15%
	Band 5 has the highest number of heterosexual staff at 17%	Band 5 has the highest number of heterosexual staff at 17%	No change in 2013
	Band 5 along with band 4 have the highest number of gay/lesbian staff at 18% each	Band 5 along with band 3 have the highest number of gay/lesbian staff at 18% each	Slight change of bandings in 2013
	Band 5 has the highest number of Christians at 19%	Band 5 has the highest number of Christians at 18%	Slight decrease of 1%
	Band 4 has the highest number of Muslim employees at 33%	Band 4 has the highest number of Muslim employees at 37%	An increase of 4%
Total new starters and leavers	57% of new starters this year have been women as opposed to 43% of men	66% of new starters this year have been women as opposed to 34% of men	An increase of 9% in female new starters and a decrease of 9% in male new starters
	12% of new starters have been from the BME community	11% of new starters have been from the BME community	A 1% decrease
	3% of new starters	2% of new starters	A decrease of 1%

Chart Title	Data Definition 2012	Data Definition 2013	Comparison
	have been disabled	have been disabled	
	The 35-49 age group has seen the highest number of new starters at 38%	The 35-49 age group has seen the highest number of new starters at 33%	This category still holds the highest number of new starters with a decrease of 5%
	90% of new starters are heterosexual and 3% are gay/lesbian or bisexual. 7% of new starters chose not to disclose their sexuality	44% of new starters are heterosexual whilst 55% did not disclose their sexuality. 1% are gay/lesbian or bisexual	A 48% increase in those that did not disclose their sexuality and a reduction in the number of those identifying as heterosexual by 46% and gay/lesbian or bisexual has decreased by 2%.
	22% of new starters are Christian, 14% of new starters have no religion and 63% chose not to disclose their faith.	27% of new starters are Christian, 19% of new starters have no religion and 52% chose not to disclose their faith.	An 11% decrease in the number of new starters choosing not to declare their faith
Other reasons for termination	63% of women either took voluntary redundancy, retirement or were made redundant as opposed to 37% of men	An equal split of 50% of women and men either took voluntary redundancy, retirement or were made redundant	The variance for women has decreased whilst the same for men has increased to show a balance between both genders that either took voluntary redundancy, retirement or were made redundant
	The 50-64 age group saw the highest number of staff who either took voluntary redundancy, retirement or were made redundant	The 50-64 age group saw the highest number of staff who either took voluntary redundancy, retirement or were made redundant	No change in 2013
Grievances including reported incidents of harassment. Plus	A total of 19 grievances have been reported this year and 3 of those	A total of 16 grievances have been reported this year and 3 of those	A slight decrease in the number of grievances reported although the number

Chart Title	Data Definition 2012	Data Definition 2013	Comparison
disciplinary and dismissals	have been in relation to harassment & bullying	have been in relation to harassment & bullying	of those relating to harassment and bullying is static
	Grievances have been reported by 1% of white staff and 1% of BME	Grievances have been reported by slightly below 0.5% of white staff and 1% of BME	A decrease in the number of grievances raised from staff within the white category and static for the BME category
	0 grievances which relate to harassment and bullying has been reported from the gay/lesbian community	0 grievances which relate to harassment and bullying have been reported from the gay/lesbian community	No change in 2013
	0% of grievances raised by BME staff have been in relation to harassment and bullying	33% of grievances have been raised by BME staff in relation to harassment and bullying amounting to 1 case	An increase of 33% although this is based on 1 case
	1% of disciplinary have been against women and 4% against men	0.8% of disciplinaries have been taken against women in the workforce, 1% of disciplinaries have been against men	A slight decrease in disciplinary action against women and a static % against men
	2% of disciplinary have been against white employees and 4% against BME employees	1% of disciplinary have been against white employees and 2% against BME employees	The % has decreased for both white and BME employees by 1% and 2% respectively
	0.5% of women and 1% of men have been dismissed	0.4% of women and 1% of men have been dismissed	A slight decrease in the number of women who have been dismissed whilst the number of men is static

Chart Title	Data Definition 2012	Data Definition 2013	Comparison
	1% of white employees and 1% of BME employees have also been dismissed	0.4% of white employees and 1% of BME employees have also been dismissed	Decrease of 0.6% of white employees and static for BME employees
Rates of return to work of women on maternity leave	For the period covered by this report, Thurrock Council had 36 staff reported as being on maternity leave. Of these, 2 have returned to work at 6 months, 9 at 9 months and 3 at 12 months. 8 decided not to return to work and the remaining 14 staff have not yet returned to work.	For the period covered by this report, Thurrock Council had 21 staff reported as being on maternity leave. Of these, 7 have returned to work at 6 months, 9 at 9 months and 5 at 12 months. No women for this period have not yet returned to work.	
Length of service	The 6-10 years category has the highest number of women at 28% and the 1-5 years category has the highest number of men at 34%	The 1-5 years category has the highest number of women at 28% and the 1-5 years category has the highest number of men at 36%	The highest number of women is now seen in the 1-5 years category whereas no change of categories is evident for the length of service of men
	The 1-5 years category has the highest number of white and BME employees at 27% and 37% respectively	The 1-5 years category has the highest number of white and BME employees at 29% and 41% respectively	No change in length of service categories
	18% of gay/lesbian and bisexual staff are in the 11-20 years category	30% of gay/lesbian and bisexual staff are equally in the 1-5 years and 6-10 years categories	A change from last year with the highest number of staff from this group now being in the 1-5 years and 6-10 years categories
Time on pay grade	This shows that 39% of staff stay on the same pay banding for between 1-5	This shows that 54% of staff stay on the same pay banding for between 1-5	An increase of 15%

Chart Title	Data Definition 2012	Data Definition 2013	Comparison
	years	years	
	This is consistent across all the equality strands, with 38% of white staff and 41% of BME staff staying on the same band for between 1-5 years and 37% of heterosexual and 27% of gay/lesbian and bisexual staff staying on the same band of between 1-5 years	This is consistent across all the equality strands, with 55% of white staff and 54% of BME staff staying on the same band for between 1-5 years and 58% of heterosexual and 65% of gay/lesbian and bisexual staff staying on the same band of between 1-5 years	1-5 years service continues to hold the highest numbers of staff across all the groups
Performance Assessments	The highest performance rating across all strands is a 2 rating. This is demonstrated with 67% of women, 64% of men, 66% of white employees, 60% of BME employees, 63% of heterosexual and 41% of gay/lesbian and bisexual staff all receiving this rating.	The highest performance rating across all strands is a 2 rating. This is demonstrated with 61% of women, 61% of men, 65% of white employees, 60% of BME employees, 69% of heterosexual and 50% of gay/lesbian and bisexual staff all receiving this rating.	This is mainly consistent with the last year, except for staff in the gay/lesbian and bisexual group.
Success rates of job applicants	We are unable to report on the equality breakdown of applicants to Thurrock Council.	We are unable to report on the equality breakdown of applicants to Thurrock Council.	<p>However applicants for internal promotions recorded show 87% were women and 13% were men, 85% were white and 15% were BME.</p> <p>The split across the age groups of internal promotions shows 6% from the 16-24 age group, 30% from the 25-34 age group, 45% from the 35-49 age group and 19% from</p>

Chart Title	Data Definition 2012	Data Definition 2013	Comparison
			the 50-64 age group.
Contract workers and public office holders	We are unable to report on contract workers within this report.	We are unable to report on contract workers within this report.	
	For public office holders, 33% are women and 67% are men.	For public office holders, 35% are women and 65% are men.	This is a very similar split to last year
	The highest age group for public office holders is 50-64 at 33%	The highest age group for public office holders is 50-64 at 33%	No change in 2013

Part Five: Summary

This annual report has been conducted in compliance with section 149(1) of the Equality Act 2010. The objective of this annual report is to show how the council has achieved compliance with its statutory equality duties and the extent to which services have delivered requirements set out in the Single Equality Scheme. The approach taken for this review was a systematic audit of the following:

- Review of service plans and discussion with service leads
- Actions from the various equality plans, and corporate equality framework.
- Equality impact assessments, and relevant statutory requirements
- Statutory requirements relevant to section 149(1) of the Equality Act Guidance on reporting and data sets required by the Equality and Human Rights Commission (EHRC).

This year has been a challenging year for the council, but some progress has been made. There has been cross council leadership across a range of activities and issues. This includes strong promotion of equality issues and opportunities for residents to mix with people from different backgrounds.

This annual review has also highlighted progress in many areas for example the commitment to co-production recognised by the Adult Social Care Peer review, as well as the initial success of Local Area Co-ordinators who are piloting a new way of working with people in a holistic and sustainable way. We obtained the Investors in People Gold award in 2013 where our approach to equality & diversity was a main theme. This (externally validated) process confirmed that we have met a number of core workforce indicators. We received successful feedback regarding our approach to equality from this award and have subsequently developed a continuous improvement plan.

Next Steps

Hate Crime data highlights one key areas where attention will need to be focused. Furthermore, we need to improve our engagement with the lesbian, gay, bisexual and transgender (LGBT) communities so that we retain open dialogue and a partnership approach to creating safe communities.

We aim to review our approach to Equality Impact Analysis, to ensure that all council decisions are underpinned with full consideration of the equality duty, underpinned by engagement with communities.

As the initial consideration of a Fairness Commission has identified, we also need to ensure that our regeneration and skills agenda realises benefits for all sections of our community and that employment continues to remove barriers to talent and achievement. We must ensure that local opportunities benefit local residents and tackle historic areas of deprivation. We know there are some major challenges ahead but we are confident, we have the skills and expertise to ensure fairness remains at the heart of our work to deliver real benefits for the community.

We will review the scope and focus of Corporate Staff Forums in 2014 in conjunction with a council-wide staff survey to provide a fresh insight that supports engagement and the gathering of information in terms of workforce diversity whilst providing a platform to highlight corporate issues. The workforce data report suggest that more could be done to build confidence amongst staff to disclose their sexuality and faith with 53% of new starters choosing not to identify this information. Although this may be a matter of personal choice, we are keen to ensure people are not withholding information due to a concern with the organisation's reaction to issues of sexuality or faith.

Furthermore, although our total number of BME employees reflects the national public sector average of 8%, this does not reflect the local population of 19.1%. Also, the number of new starters from BME communities has decreased by 2% from 12% in 2012. We want to ensure the Council is an attractive option for BME communities. The staff survey will provide information to explore these issues in more detail with focus groups as required.

We will refresh the Single Equality Scheme and link this work with any future plans to develop a Fairness Commission.

Statutory Equality Framework

Title of Legislation	Description
Antisocial Behaviour Act	The Act provides powers for local authorities and those working with them to tackle antisocial behaviour in local communities. It is designed to ensure that the police have the appropriate powers to deal with serious antisocial behaviour.
Childcare Act 2006	An Act to make provision for the powers and duties of local authorities and other bodies in England and Wales in relation to childcare and the development and well-being of young children; to make provision for information to parents and other persons about the regulation and inspection of childcare and connected facilities.
Employment Act 1990 (amended)	An Act making it unlawful to refuse employment, or any service of an employment agency, on grounds related to trade union membership.
Equality Act 2010	An Act making it unlawful to discriminate on grounds any grounds relating to Race, Disability Gender, Religion, in employment or provision of services. It prohibits direct and indirect discrimination, victimisation, instructions to discriminate and harassment.
Equal Pay Act 1970 (Amended)	This document is an amended version of the Equal Pay Act 1970, which incorporates amendments to the Act as at 24th February 2005.
Equality Act 2006	The main provision of the Act is the establishment of a single Commission for Equality and Human Rights by 2007. The Act introduced a positive duty on public sector bodies to promote equality of opportunity between women and men and eliminate discrimination on the grounds of sex, religion or belief.
Equality Act 2004	An Act to amend the Employment Equality Act 1998, Pensions Act 1990 and Equal Status Act 2000 for the purpose of making improved provision in relation to Equality of treatment in the workplace and elsewhere.
Human Rights Act 1998	The Act applies directly to public authorities and incorporates the European Convention on Human Rights into UK law. The European Convention on Human Rights and its protocols do not incorporate all the rights and fundamental freedoms.

Special Educational Needs and Disability Act 2001

An Act which seeks to enable more people with special education needs to be integrated into mainstream education and protects disabled students in all aspects of their studies including access to university facilities and services

Further information on the Equality Duty can be obtained by contacting the Community Development and Equalities Team.

The team can be contacted by telephone on 01375 652930

Email: diversity@thurrock.gov.uk.

Alternatively, please write to:

Community Development and Equalities Team, Thurrock Council, Civic Offices 2, Grays Thurrock, Essex, RM17 6SL