

Draft Equality Objectives 2022 - 2025



EasyRead Version



Essex County Council



Equality, diversity and inclusion are very important to us at Essex County Council.



Our Equality Objectives tell you what we plan to do to improve equality in Essex.



The Equality Act says that we must write equality objectives every 4 years.

Everyone's Essex



Everyone's Essex is the name of our plan for the next 4 years (2021 – 2025).



It tells you how we plan to improve outcomes for the people of Essex.



It also tells you how we will work to achieve our aims.



Our plan includes 3 themes. These are:

- Renewal - making things new again.
- Equality - everybody having the same rights.
- Ambition - aiming to achieve better things.



We think that 4 key areas have the most impact on the quality of life.

These are:

- The economy.



- The environment.



- Children and families.



- Health and wellbeing.

The Equality Acts says we must:

- Stop bullying and discrimination.



- To make sure that there are equal opportunities for everyone, including people with **protected characteristics**.



- To make good relations between people who have **protected characteristics** and those who do not.



Protected Characteristics



Protected characteristics are some of the things that make people different from each.

Sometimes people are treated unfairly because they are different. This might be:



- Because of their age.



- Because of their disability



- Because they are transgender - this is when people feel they should be a different sex.



- Because they are married or not married.



- Because they are pregnant or have a baby.



- Because of their religion and their beliefs.



- Because of the colour of their skin or race. Race means where you come from.



- Because they are a boy, girl, man or woman - sometimes it is called their sex.



- Because they are straight, gay, lesbian or bisexual. This is their sexuality.



The following Equality Objective supports these aims and tells you how we will achieve them.



Achieving our Equality Objective will improve outcomes in the 4 key areas that affect quality of life. These are listed on Page 4.



We think our Equality Objective should be to provide equal opportunities for all people.

To help us achieve this objective we will:

- Focus on finding opportunities for people who are most in need, including:



» Children who receive free school meals.



» People with learning disabilities.



» People who struggle with mental health.



» Young people aged 18 - 24 who have been out of work for 1 year or more.



We think our Equality Objective should be to provide equal opportunities for all people.

To help us achieve this objective we will:

- Focus on improving outcomes for the most vulnerable children, including:



» White working class boys.



» Children in care and care leavers.



» Children with SEND (Special Educational Needs and/or Disabilities.)



» Children from BAME (Black, Asian and Minority Ethnic) communities



We think our Equality Objective should be to provide equal opportunities for all people.



To help us achieve this objective we will:

- Work with partners to help prevent Hate Crime across Essex.



- Work with partners to help improve health and wellbeing for people in Essex.



- Work with partners to help stop violence and abuse against women in Essex.



We think our Equality Objective should be to provide equal opportunities for all people.



To help us achieve this objective we will:

- Find out if people in BAME communities access to the same services and receive the same level of care as people in other groups.



- Make sure that all people have access to the same services and receive the same level of care.



- Use information from the 2021 Census to work out what communities in Essex need.



Consultation Questions

1. Do you support our Equality Objective?

Please tick



Yes



No



Not Sure



2. If you think we have left anything out please write it below.



Thank you for taking the time to answer our questions.

When you have finished, please click the submit button.



Or you can email your responses to:

ECC.equalities@essex.gov.uk