



Equality and Diversity Strategy

Ambitious for all



Equality and Diversity Strategy

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Foreword

I am pleased to introduce our Equality and Diversity Strategy which sets out how we will promote equality and diversity both as a service provider and employer. The Strategy is key to the achievement of our Corporate Strategy and our vision of being 'Ambitious for Redbridge' for all who live and work in the borough giving them equality of opportunity to shape better lives for themselves.

The Strategy will guide us in our understanding of different community needs, enable us to tackle discrimination where it exists and foster good relations between our different local communities to bring about better outcomes from our services for all.

Redbridge has a very diverse population and this is one of the borough's strengths; it is something of which we are proud, and it means we need to be at the forefront of the equality agenda.

The Council has an integral role advancing equality of opportunity, fostering good community relations and eliminating unlawful discrimination and harassment. We also have a key role in enabling those who are disadvantaged to reach their full potential.

The Council is committed to tackling disadvantage but recognises that during times of austerity this becomes an even tougher task. We understand the importance of tackling social and economic disadvantage.

Most people generally understand the moral case for equality but there is a business case to address the costs of inequality not just in terms of wasted potential and broken communities but also in public expenditure.

Our intention is for Redbridge to be one of the most inclusive and welcoming boroughs in London, where communities value each other and embrace their collective contribution to a fairer society.

Councillor Farah Hussain

– Cabinet Member for A Fairer Redbridge



Introduction

The purpose of the Council's Equality and Diversity Strategy is to set out in one place our Equality Objectives and our arrangements for embedding equality into everything we do.

It is important in these tough economic times that we continue to deliver our **Equality Objectives** and ensure that the principle of fairness is key to our approach.

The Equality Act 2010 (the Act) supports decision making by ensuring we consider how different people will be affected by our activities, helping us to deliver policies and services that are efficient and effective; accessible to all and meet people's different needs.

The Council is required to comply with the Public Sector Equality Duty (PSED) which covers the following **Protected Characteristics**:

- Age
- **Disability**
- **Gender reassignment**
- Marriage and civil partnership
- Pregnancy and maternity
- **Race**
- **Religion** or belief (including lack of religion)
- **Sex**
- **Sexual Orientation**

The Council also considers it important to take **Socio-economic status** into account. People experiencing socio-economic deprivation might include: care leavers, low earners, those eligible for free school meals or at high risk of social exclusion.

The PSED consists of two parts. The first is a general duty that, in the exercise of our duties, we must have **Due Regard** to the need to:

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

The second part is a set of specific duties, introduced by secondary legislation, to:

1. Publish information to show how we comply with the Equality Duty, at least annually.
We must publish information to show that we consciously think about the three aims of the Equality Duty as part of the process of decision-making.

The information published must include:

- Information relating to employees who share **Protected Characteristics** and
 - Information relating to people who are affected by our policies and practices who share protected characteristics (for example, service users).
2. Set and publish Equality Objectives, at least every four years.
- The specific duties require us to prepare and publish one or more Equality Objectives which will help us to further the three aims of the General Equality Duty. Subsequent objectives must be published at least every four years.

All information must be published in a way which makes it easy for people to access it.

The Council's duties extend to any services that the Council procures or commissions. In other words the Council has a duty to ensure that its suppliers meet the Equality Duties.

Codes of Practice for Discrimination

The Equality and Human Rights Commission has published three guidance, codes of practice and technical guidance on the Act which you can view [here](#).

You can find detailed information on the Equality Act [here](#).

As a Council we have an important role in creating a fair society through the services we provide, the people we employ and the money we spend. Equality is integrated into everything the Council does. We will take steps to promote understanding, tackle **prejudice**, remove or minimise disadvantage, meet need and encourage participation in public life. We are committed to making Redbridge a place of opportunity where everyone can belong, addressing the needs and aspirations of all those who live, work and do business in the borough.

Ambitious for Redbridge



Increase
FAIRNESS
and respond to the
aspirations of the Borough

1

We want to make sure everyone has a fair chance to succeed.

- target resources to reduce poverty and inequality
- tackle the root causes of social problems early
- equip people with high quality education and skills
- ensure sustainable growth and local opportunities



EMPOWER
communities to help shape
our Borough and the services
we deliver

2

We will make sure that there is a meaningful conversation about how we deliver services.

- place communities at the heart of decision making
- help residents to be more resilient
- embrace technology to change the way we communicate
- improve internal communications to all Council employees



IMPROVE
quality of life and civic pride
amongst our communities

3

We will ensure that Redbridge continues to be a place of choice to live.

- create civic pride of a clean and safe borough for families
- promote dignity and independence in our services
- increase learning opportunities and access to work and training
- maximise opportunities to build homes and regenerate town centres



TRANSFORM
our Council in tough times
to be dynamic and responsive
to the challenges of the future

4

We will find innovative solutions to provide the best services at the lowest cost.

- internal redesign of services to do things better
- partnership working with residents, third sector and businesses
- use technology to improve delivery
- change the culture of the Council to encourage employees to improve the way we work



www.redbridge.gov.uk/ambitiousforredbridge

Corporate Strategy 2014 -18

The Corporate Strategy sets out the vision and priorities for Redbridge. These link the work of individual employees to the vision **Ambitious for Redbridge**.

The Equality and Diversity Strategy will link to the Corporate Priorities in the following ways:

Corporate Priorities	How will the Equality and Diversity Strategy contribute?
<p>Increase fairness and respond to aspiration</p>	<p>The Strategy sets out how the Council will:</p> <ul style="list-style-type: none"> • Promote equality of opportunity • Eliminate Discrimination • Promote positive relations.
<p>Empowering communities</p>	<p>We will work closely with communities and community organisations to deliver our equality objectives.</p>
<p>Improve quality of life and civic pride</p>	<p>The strategy describes how we will celebrate diversity and promote community cohesion.</p>
<p>Transform our Council</p>	<p>We will ensure that as the Council is transformed the needs of our most vulnerable groups are taken into account.</p>

Vision

Our vision for Redbridge is to be one of the most inclusive and welcoming boroughs in London, where communities value each other and embrace their collective contribution to a fairer society.

Mission

Our mission is to be responsive to the needs of all our communities through consideration of difference and disadvantage, to foster increased community cooperation, partnership and empowerment. We will demonstrate accountability and transparency to foster trust and strengthen relationships in challenging times to create a fair, cohesive and safe borough, where everyone can flourish in their lives, careers and businesses.

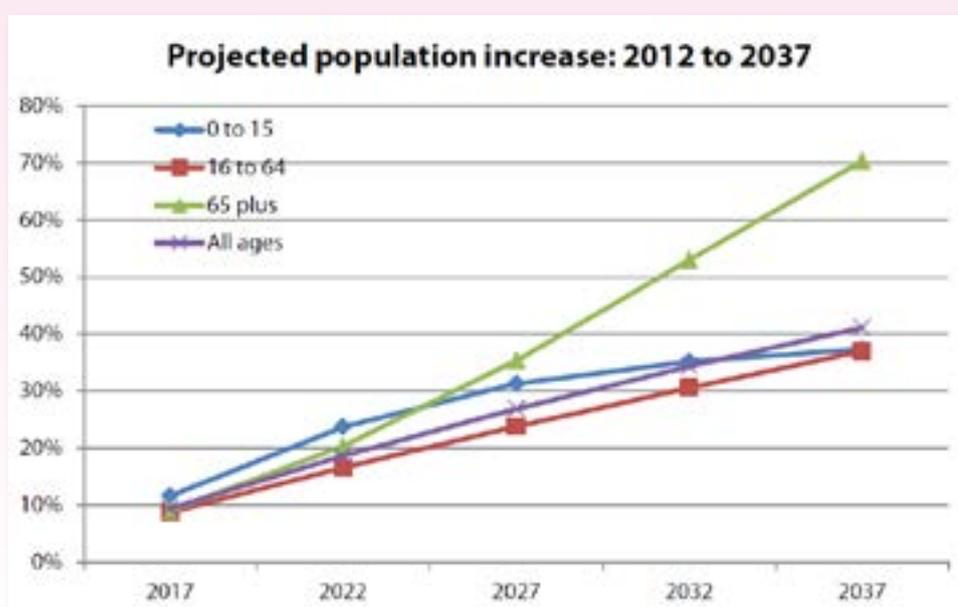
An overview of the borough

Redbridge profile

Redbridge is an outer north east London borough, with a culturally rich, well-educated community of 293,100 (June 2014). Despite having many green affluent areas that people choose to move to, there are also areas of deprivation where our residents are struggling to manage the rising cost of living.

Our people

The population has grown by nearly 55,000 since the 2001 Census and is predicted to grow at a faster rate than the rest of London. Population projections suggest growth to 401,600 by 2037, with the older population aged over 65 predicted to grow at the fastest rate.



¹ 2012-based sub national population projects, ONS

Redbridge has a diverse population with a wide variety of religions. The 2011 Census showed that Redbridge was the fourth most diverse community in England and Wales.

Race

- Over 65 per cent of residents were from **Black and Minority Ethnic** communities
- Over four in ten residents were Asian (42 per cent) and just over one third (37 per cent) were born outside the UK
- Over 90 different languages were spoken by our residents, while nearly a quarter aged three and over had a first language that was not English. 6.9 per cent of Redbridge's population was born abroad, this is similar to the London figure of 36.7 per cent
- According to the Schools Census 2014, of the pupils on the Redbridge school roll 64.1 per cent of primary and 56.7 per cent of secondary school pupils have English as an additional language.

- The School Census 2014 showed that of those on school roll in Redbridge, 83.9 per cent of primary and 81.3 per cent of secondary school pupils were BME (Black and Minority Ethnic). Asian or Asian British is the largest ethnic group 51.2 per cent followed by White British 17.4 per cent (25.9 per cent if other White categories are included), Black or Black British 13.3 per cent, Mixed 7.6 per cent and Chinese or other 2.1 per cent. There are also differences within the borough with the south having a higher BME population than the north of the borough

Religion

- Nearly 37 per cent of the population were Christian, the fourth lowest proportion in England and Wales, while just over 23 per cent were Muslim, nearly double the London average and the sixth highest in England and Wales
- According to the Schools Census 2014, of the pupils on the Redbridge school roll, 38.6 per cent of pupils identified as Muslim, 30.8 per cent as Christian, 10.8 per cent as Hindu, 6.4 per cent no religion 4.9 per cent as Sikh with smaller percentages of, Jewish, Buddhist or other religions.
- Nearly 37 per cent of the population were Christian, the fourth lowest proportion in England and Wales, while just over 23 per cent were Muslim, nearly double the London average and the sixth highest in England and Wales

Disability

- The majority of disabled people registered with Adult Social Services have a physical disability (2014)
- It is estimated that there are approximately 4,626 children with a disability in the borough, 1,542 children with a disability who would need some additional support to access some services and 925 children with a severe disability that would need significant support to access services
- Of the children known to the Children with Disabilities service the vast majority (over 40 per cent) are on the Autistic Spectrum. Followed by 16 per cent with complex health needs
- The Schools Census 2014 showed that of those with a statement of **SEN** or on school action plus, the most common reasons were speech, language and communication needs (25.2 per cent), behavioural, social and emotional difficulties (23.5 per cent) and moderate learning difficulty (17.7 per cent)

Age

- Redbridge has a proportionally youthful population with 23 per cent aged under 16 years old, the third highest level in London. The average age of residents is 35 years 8 months
- Redbridge Youth unemployment at 29.6 per cent is higher than the London and National figures of 22.6 and 19.3 per cent for 2013/14
- With 35,648 older people Redbridge has the 13th highest proportion of 65 plus in London
- There are more people aged 85+ years with disabilities known to Adult Social Services than any other age group (2014)
- The birth rate in Redbridge in 2013 had increased by 30 per cent when compared to the 2002 birth rate. The birth rate of 72 per cent in Redbridge is higher than the London figure of 63.3 per cent
- The population of Redbridge is projected to grow by 18.6 per cent between 2012 and 2022 and between 2012 and 2037 the increase is expected to be around 41.1 per cent

Diversity has been embraced locally. The 2014 residents' survey showed that 58 per cent of respondents felt that Redbridge is a place where people from different backgrounds get on well together.

Sexual Orientation

The 2011 Census did not include a question on sexual orientation and so there is no borough specific data available. The best source we have is the Integrated Household Survey, produced by the Office of National Statistics which gives the following figures for the period January to December 2014

- In 2014, 1.6% of adults in the UK identified their sexual identity as lesbian, gay or bisexual.
- The likelihood of an adult identifying as lesbian, gay or bisexual decreased with age. Around 2.6% of adults aged 16 to 24 years identified themselves as lesbian, gay or bisexual. This decreased to 0.6% of adults aged 65 and over.
- Around 0.5% of adults identified themselves as bisexual, with women (0.7%) being twice as likely as men to do so (0.3%).
- London had the highest percentage of adults identifying themselves as lesbian, gay or bisexual at 2.6%.

Socio-economic status

- Redbridge 15.5 per cent of children live in out of work families lower than the London figure of 21.5 per cent and National figure of 18.2 per cent. 2013
- The unemployment rate at 8.0 per cent is higher than the London rate of 6.9 percent
- 9.5 per cent of Redbridge residents are DWP benefit claimants, this is lower than the London figure of 11.1 per cent
- 18.5 per cent of residents have no qualifications this is higher than London figure of 17.6 per cent
- Pupils at special schools are significantly overrepresented when looking at pupils eligible for free school meals. 37.3 per cent of pupils in special schools are eligible compared to 18.2 per cent of pupils overall. This shows that families with a disabled child are more likely to experience poverty/ financial difficulty. Schools Census 2014

The Index of Multiple Deprivation:

The Index of Multiple Deprivation (IMD) is the official measure of relative deprivation for small areas or neighbourhoods in England. Some key facts for Redbridge are:

- Redbridge is ranked the 138th most deprived authority in England. This represents an improvement since 2010 when we were 134th;
- Redbridge has 11 neighbourhoods amongst the 20 per cent most deprived in England and another 11 amongst the 20 per cent least deprived;
- seven of 21 wards have neighbourhoods amongst the 20 per cent most deprived in England;
- six wards have neighbourhoods amongst the 20 per cent least deprived in England;
- Roding has one neighbourhood amongst the 10 per cent most deprived in England;
- Church End, Monkams and Snaresbrook have neighbourhoods amongst the 10 per cent least deprived in England;
- every neighbourhood in Loxford is within the 30 per cent most deprived in England;
- Every neighbourhood in Clementswood is within the 40 per cent most deprived in England;
- Barkingside, Clayhall and Monkams are the only wards in Redbridge without any neighbourhoods amongst the 40 per cent most deprived in England.

Key Issues

Austerity

The Government's **Austerity** programme was initiated in 2010 and is projected to continue until at least 2018. The cuts have affected the health, welfare, education, and other public institutions and services including all those services provided by the London Borough of Redbridge. As a response we are working on a local Transformation Programme to look at ways in which our services can be delivered more efficiently and effectively in these challenging times.

When all austerity measures are taken into account, including cuts to public services and changes to taxes and welfare, the poorest tenth of the population are by far the hardest hit (**Oxfam – The True Cost of Austerity and Inequality – September 2103**). In general, cuts to the Council's budgets are having a significant effect on the services people receive. The poorest communities and residents will continue to be the hardest hit and those least able to cope with service withdrawal are at risk of bearing the brunt (Joseph Rowntree Foundation – Austerity in the UK -January 2012 **Austerity | JRF**).

How will the Equality and Diversity strategy help us to manage services in times of austerity?

By analysing the impact by reference to 'protected characteristics', we will identify who our local austerity measures will impact on most and enable us to consider how to reduce that impact for the most vulnerable, who may have two or more protected characteristics. This will give us valuable information to tailor efficient interventions and local transformation projects.

We will analyse individual cuts and changes to funding and services, as well as considering their cumulative impact on the protected characteristics when all measures are grouped together.

Equality Impact Assessment

With major reductions in public spending, the Council will have to make difficult financial decisions. The Public Sector Equality Duty does not prevent us from making difficult decisions but it does enable us to demonstrate that we are making decisions in a fair, transparent and accountable way, considering the needs and rights of different members of the community. We will achieve this through assessing the impacts that changes to policies, procedures and practices could have on people with different protected characteristics. Assessing the impact on equality of proposed changes to policies, procedures and practices is not just something that the law requires, it is a positive opportunity for us to ensure that we make better decisions based on robust evidence.

Fairness Commission

The Redbridge Fairness Commission was set up in 2015 to investigate poverty and inequality in Redbridge and look at how the Council and its partners are taking action to address it.

The Commission sought to understand how austerity had affected the lives of local people and engaged with a wide range of local community groups, many of which told us about the unique situation that people experienced due to one or more of their 'protected characteristics'.

How is it linked to the Equality and Diversity Strategy?

The Equality and Diversity Strategy picks issues from the Fairness Commission, which are identified by reference to protected characteristics. It does this at all levels of the Strategy, by addressing issues through the strategic Equality objectives as well as through detailed actions for particular services.

Community Cohesion

A **Community Cohesion** borough is a place where all residents have similar life chances, are proud of their neighbourhoods and play an active part in them. A borough where diversity is valued and people of all ages and from different backgrounds have strong and positive relationships with each other.

Equality Objectives

The Council and Redbridge as a service provider	
Objective	High Level/Corporate Actions
1 Support a fairer Redbridge by making equality and diversity issues a key priority at all levels of the Council as a key part of all decision making processes.	<ul style="list-style-type: none"> ● Ensure that the equalities implications of all budget decisions are fully considered ● Ensure that Members are made aware of the equalities implications made by Service Committees, Cabinet and Council ● Ensure that equality is integrated into the Council's service delivery, employment practices and community leadership ● Implement relevant recommendations from the Fairness Commission
2 Ensure that services are accessible and welcoming to all communities	<ul style="list-style-type: none"> ● Services are shaped according to customer needs ● Services are shaped according to customer needs <p>Ensure that services are accessible and provided through the most efficient and effective channels available.</p>
3 Foster greater community cohesion by creating a borough where difference and diversity is understood, celebrated and valued.	<ul style="list-style-type: none"> ● Celebrate and promote the value of diversity in the borough ● Address community tensions
4 Promote a strong sense of community pride by encouraging and empowering people from all backgrounds to work together for the benefit each other and the borough.	<ul style="list-style-type: none"> ● Create a place that people are proud of and play an active part in
5 Engage and work with local statutory and voluntary, community and faith partners to further equality in Redbridge.	<ul style="list-style-type: none"> ● Inform priorities by effective engagement with groups representing people with protected characteristics who are enabled to share information and views
6 During times of austerity aim to protect services to those most in need (or at risk of becoming so) and further equality through commissioning and procurement.	<ul style="list-style-type: none"> ● Use partnership, procurement and commissioning activity to drive improved equality outcomes ● Implement relevant recommendations from the Fairness Commission

The Council as an employer

Objective		High Level/Corporate Actions
7	Develop and sustain a diverse, skilled and committed workforce able to meet the needs of local people.	<ul style="list-style-type: none"> Embed values and competencies to ensure all employees are working towards the same vision Ensure that the employee experience throughout their tenure is positive and will enhance productivity
8	Ensure that all staff are valued and account is taken of their diversity.	<ul style="list-style-type: none"> Create an environment where employees' health and wellbeing is supported Develop an environment that makes Redbridge an employer of choice Engage our employees in a way that gets the most from them
9	Promote equality through leadership across the Council.	<ul style="list-style-type: none"> Develop and enhance leadership capability to drive culture change

Leadership

An Equality and Diversity Strategy in itself will not mean anything unless it is acted upon. In order to show leadership and commitment all elected Members and officers have a responsibility for learning, understanding and acting in the spirit of this strategy, and setting a good standard for others to follow.

Elected Members have a community leadership role and should:

- Provide leadership and support;
- Ensure that the Council pays due regard to the Public Sector Equality Duty;
- Consider the outcomes of any Equality Impact Assessment (EqIA) screening before making decisions on new or changed policies, procedures, strategies or working practices. (An EqIA screening must be submitted with all reports);
- Ensure that Equality and Diversity is appropriately covered by Members portfolios;
- Engage with the local community and promote equality and diversity to enable us to be a cohesive borough;
- Undertake learning or training to increase their knowledge of equality and diversity.

Management Board is the Council's most senior officer management group and provides leadership and direction. The Chief Executive and Directors who sit on Management Board have responsibilities to:

- Pay due regard to Equality and Diversity considerations in all their decision making;
- Demonstrate the Council's commitment to Equality and Diversity;
- Set a good example for employees.

Managers must:

- Ensure that staff and service users are treated fairly and with respect;
- Be open and inclusive in the way that they manage employees and services, recognising and valuing the diversity within their teams;
- Engage with people who have an interest in our equality and diversity performance whenever they propose any new or changed policies, procedures or working practices;
- Carry out Equality Impact Assessments on **Service Planning Process** and any new or changed policies, procedures or working practices;
- Where relevant, monitor service provision and publish equality information annually;
- Challenge discrimination, harassment or any assumptions or behaviour which go against the principles of equality, fairness and respect for all;
- Undertake learning or training to increase their knowledge and understanding of equality and diversity, and ensure that any staff for who they have responsibility do so as well.

Individual employees must:

- Contribute to developing an environment where everyone feels valued and respected and is treated fairly;
- Undertake learning or training to increase their knowledge and understanding and apply the principle of equality and diversity in their everyday work;
- Familiarise themselves with, and follow, this strategy and any associated guidance;
- Inform their line manager of any apparent discrimination, harassment and challenge, where appropriate or other equality concern in relation to employment or service provision.

Monitoring

We gather information on a variety of things to see how we are performing as a public authority. We monitor different information about residents and **Service Users**, part of this monitoring is equality related. Where appropriate we may ask for information related to the protected characteristics described above.

Equality monitoring data is useful to us as:

- It gives us greater knowledge of our community. Good use of this information helps us meet the needs of different people helping us to plan services that best meet people's needs e.g. national data may show that older people need more services linked to falls. An age profile of residents/ services users will then help us effectively plan preventative services;
- It helps us to meet our duties under the Equality Act 2010 providing information on how different groups access Council's services;
- Understanding equalities data can help us detect and eliminate any possible discriminatory practices;
- It can help us identify where resources that will have the best impact on residents could be spent and can even be used to help us obtain funding;
- We can see if we are reaching everyone we need to and how effective initiatives have been in improving outcomes for different groups;
- It will help us identify changes in the population and ensure that we have the information and skills we need to ensure we have fair, equal and accessible service for everyone now and in the future;
- Government targets/ inspections may be linked to protected characteristics.

Most of the equalities data we hold is used only to provide a basic profile of service users. It may be held somewhere on a database or spreadsheet but is only used to populate statistics. It is anonymous data and will not contain any details that might identify a person e.g. name, address. Data profiles are used for service, budget planning etc. The exception is where you receive a service from the Council and it is important that people working with you are aware of certain information e.g. if you are receiving care services it will be important that care workers know details such as disability as it will inform the service they provide.

All data we hold is subject to high security. All data is held and processed according to the [Data Protection Act 1998](#) and people have the right to view data we hold on them.

Measuring Success

This Strategy will be accompanied by an action plan which will set out a set of actions to deliver each of the equality objectives. The success of the strategy will be measured by the effectiveness of the actions contained in the plan.

We will carry out annual reviews of this Equality and Diversity Strategy, and a major review will be undertaken within four years.

Glossary

Austerity

When Government introduces financial policies' to reduce the amount of money it spends. This includes spending less on benefits and public services.

Bi-sexual

Refers to a person who is sexually and emotionally attracted to people of the same or opposite sex.

Black and Minority Ethnic

People living in Britain who are not of White British or *white ethnic backgrounds – e.g. people of African, Caribbean, Asian ethnic backgrounds.

*People of White ethnic backgrounds other than White British are sometimes included in this group.

Community Cohesion

This is a community where:

- there is strong vision and sense of belonging for all communities
- the diversity of peoples backgrounds and circumstances is appreciated and positively values
- those from different backgrounds have similar life opportunities
- strong and positive relationships are being developed between people from different backgrounds and circumstances in the workplace, in schools and within neighbourhoods.

Data Protection Act

Sets out how personal data about a person can be processed.

Direct Discrimination

Occurs where someone is treated less favourably due to their 'protected characteristic'. (also see Indirect discrimination).

Disability

A physical or mental impairment which has a substantial and *long-term adverse effect on his or her ability to carry out * normal day-to-day activities.

*Long term means it is likely to last 12 months or more.

*Normal day to day activities are not detailed but are likely to include things like: washing and getting dressed, using public transport.

Due Regard

Paying due regard under the Equality Act means we must take into account the impact of our decisions on people of different protected characteristics. This can include analysing data and consulting with people affected.

Ethnicity

Social groups with a shared history, identity, geography and social roots.

Equality Impact Assessment

This tool enables us to identify whether a decision, service or policy has any negative impact on any group and whether we can put steps in place to remove this.

Equality Objective

These detail the important equality outcomes we want to achieve. They help us set Equality Actions which are the practical steps that will be taken to help us achieve our objectives.

Equality Performance Indicators

These use data as performance measures. They enable us to look at our performance over time how successful our actions have been in achieving equality. They can be used to set equality targets.

Equality Targets

Targets set the level of performance we are aiming to achieve.

Gay man

A man who is sexually and emotionally attracted to other men.

Gay woman (see lesbian)

Sex

Whether a person is male or female.

Gender identity

The internal feeling of being male or female.

Gender reassignment

Changing the body physically so that it matches a person's gender identity.

Harassment

Acting in a way that can cause harm or offence to another person.

Heterosexual (straight)

A man or woman who is sexually and emotionally attracted to someone of the opposite sex.

Homosexual (see gay man/ lesbian)

Indirect Discrimination

Occurs when a rule or condition, is applied equally to everyone, but can be met by a smaller number of people from one group compared to others.

Lesbian

A woman who is sexually and emotionally attracted to other women.

LGBT

Lesbian, Gay, Bisexual, Transgender.

Prejudice

Negative attitude to a person or group of people often based on stereotypes.

Protected Characteristic

Groups covered under the Equality Act:

Age, disability, sex, gender identity, race, religion, sexual orientation, pregnancy and maternity and marital and civil partnership status.

Religion

A set of beliefs or practices often involving an organised system of faith and worship. Based on rituals, ancestral or cultural traditions, writings, history and mythology as well as personal experience.

Service Planning Process

Process used to identify as service priorities, objectives and actions and review progress against these.

Service Users

Term for people using various Council services.

SEN

Special Educational Need. This is used in schools to identify where a pupil may need additional support and includes:

- difficulties with reading and numeracy
- learning and thinking skills
- behavioural, emotional and social skills
- communication and interaction skills
- physical and sensory impairments

Sexual Orientation

A person's sexual preference for the same or opposite sex.

Socio-economic status

Refers to a person's economic position in society from how deprived they are to how wealthy they are. It depends on a combination of things including occupation, education, income, wealth, place of residence.

Transgender

Where the gender someone is born into is not the gender they feel they are e.g. someone could be born male but feel female.

