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Corporate Equality Framework

Achieving Compliance. Delivering Excellence

The framework for implementing and measuring equalities in Thurrock Council.
A tool to ensure a whole council approach.

Foreword



We have an aspiration to become an excellent authority recognised for our commitment and delivery against our equality duties.

Equality and diversity is therefore a key part of our improvement agenda, providing a focus on the specific needs of our residents, service users and staff.

This revised Corporate Equality Framework represents a key driver in improving equality outcomes and moving the council to Excellence.

We have achieved much but we recognise there is still much to do. With leadership and the commitment of our staff and partners, we aim to deliver excellence for our residents.

Graham Farrant
Chief Executive

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Introduction

The **Corporate Equality Framework** (CEF) sets out **how** we will work to meet our statutory equality duties. The framework describes our arrangements for planning, delivering and monitoring our equalities work. This framework sits alongside our Single Equality Scheme (SES) which sets out **what** we aim to do to address specific equality issues.

Our Vision for Thurrock Council

We want Thurrock to be the dynamic heart of the Thames Gateway, a place of ambition, enterprise and opportunity, where communities and businesses flourish. Our aim is to become a confident, well managed and influential council regarded by residents, peers and partners as ambitious for the people of Thurrock and totally focused on meeting their current and future aspirations.

Our Priorities:

1. Improve the education and skills of local people
2. Encourage and promote job creation and economic prosperity
3. Ensure a safe, clean and green environment
4. Provide and commission high quality and accessible services that meet, wherever possible, individual needs
5. Build pride, respect and responsibility in Thurrock's communities and its residents.

The Corporate Equality Framework will play a key role in supporting the council's priorities, and alongside the Single Equality Scheme, and other corporate guidance provide the mechanism for ensuring the council meets its statutory equality duties, and the requirements set out in the Human Rights Act 1998.

Section 1

The Legal Framework

There is a wide range of regulatory frameworks to promote equality and anti-discrimination in public sector services – from legal compliance with EU directives and national legislation, to the influence of Local Government Standards.

The Equality Act 2010

The Equality Act became law in October 2010. It replaced previous legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995). The Act aims to streamline equality requirements and ensure consistency in what organisations must do to comply with the law.

The Equality Act covers the same groups that were protected by previous equality legislation - age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity - but extends some protections to groups not previously covered, and also strengthens particular aspects of equality law.

The Equality Act introduces a number of key equality requirements including making direct discrimination or harassment based on association or perception unlawful. This applies to employment, but also to other areas such as services and education.

The Act also introduces a single 'public sector equality duty' applying to public bodies, embracing grounds such as age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex, sexual orientation, pregnancy and maternity.

The Public Sector Equality Duty

The Public Sector Equality Duty came into force on 6 April 2011. The duty prescribed by the Equality Act 2010 aims to embed equality considerations into the day-to-day work of public authorities, so they tackle discrimination and inequality and contribute to making society fairer. This additional duty applies specifically to public sector organisations only due to the important role they must play in shaping society and addressing inequalities.

Statutory Codes of Practice

There are also a number of equality requirements set out in statutory codes of practice. These codes provide practical guidance on how to meet a number of specific statutory equality requirements and they apply to service provision, employment matters, policy-making, statutory discretion and decision making processes. Codes of practice currently exist for employment, and equal pay¹.

Human Rights Act

The Human Rights Act is one of the most significant pieces of constitutional legislation enacted in the United Kingdom. The Act applies within United Kingdom and also covers individuals outside of the UK, if they were under British jurisdiction². The Human Rights Act means all public authorities must ensure everything they do is compatible with the European Convention on Human Rights (ECHR) unless an Act of Parliament makes that impossible.

The Human Rights Act 1998 gives further legal effect in the UK to the fundamental rights and freedoms contained in the ECHR. These rights not only impact matters of life and death, they also affect rights in everyday life: what people say or do their beliefs and other similar basic entitlements.

Most rights have limits to ensure they do not unfairly damage other people's rights. However, certain rights – such as the right not to be tortured – can never be limited by a court or anybody else. One of the main aims of the Human Rights Act is that, over time, a shared understanding of what is fundamentally right and wrong will lead to people having more confidence in key state bodies and that this will encourage more openness and participation in our democracy. All public authorities must adopt the principles of the Human Rights Act to promote greater unity and fairness in our society.

¹The main purpose of the Codes of Practice is to provide detailed explanations of the provisions in the Act and to apply legal concepts in the Act to everyday situations. The Statutory Codes are legal documents.

²Secretary of State for Defence v R and HM Assistant Deputy Coroner for Oxfordshire and Equality and Human Rights Commission).

Section 2

Framework Principles

The framework is based on three key principles³. The first principle is that delivering improved equality outcomes will be most effective, when we adopt a 'whole council' approach. Often addressing specific equality issues will require a mix of skills which exist across departments and services. This principle recognises that working across teams and departments will allow us to harness the full potential of the organisation to address issues.

The second key principle is that while statutory responsibilities are a key driver in a modern organisation, equality and diversity makes good business sense. This approach recognises service improvement and cultural change dimensions of equalities and diversity. This will provide a focus on good evidence-based policy making and a shared commitment to challenge the behaviours that limit our progress.

The third principle is that delivering equalities does not mean creating numerous complex structures but rather thinking about equalities within the structures that exist as a normal part of the business and service delivery process. Specialist functions will be required but we should also make use of existing processes to avoid unnecessary bureaucracy.

In this context our corporate framework is based on a service improvement model of diversity.

This approach recognises five key enablers:

- **Leadership**
- **Our People**
- **Policy and Strategy**
- **Partnership Working**
- **Processes**

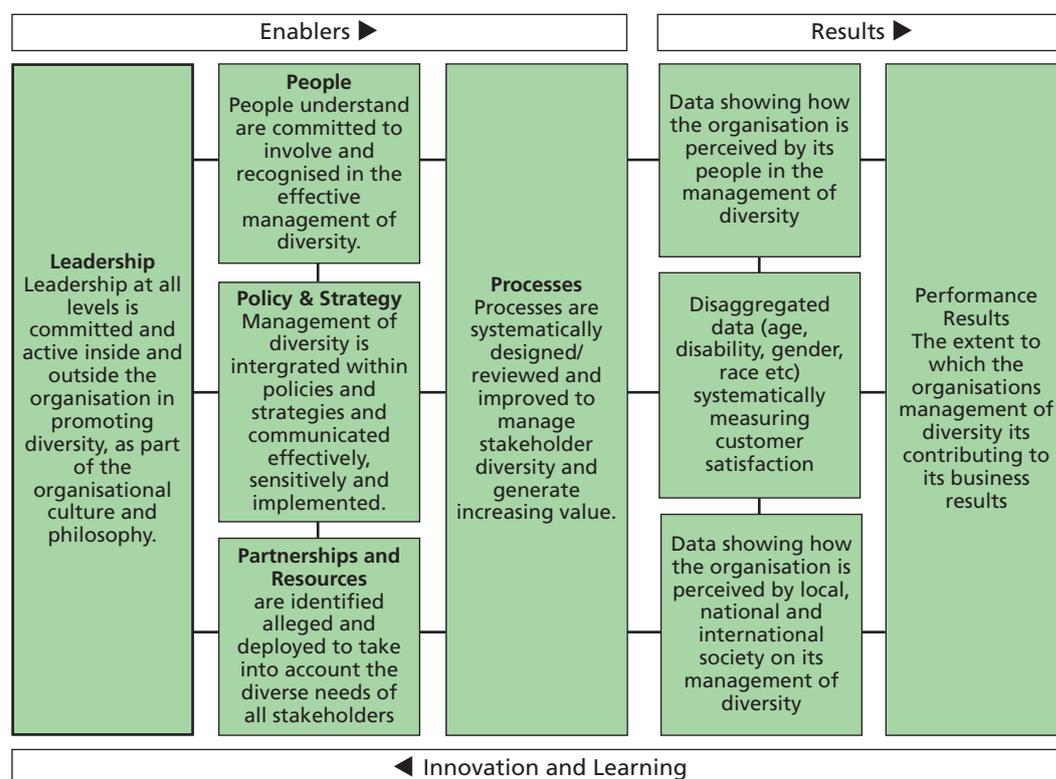
Simply put without any complicated structures, these principles can lead to improvements through: directors displaying effective **leadership**⁴ and a strong commitment to equality; our **people** taking personal responsibility, integrating equality within our **policies and strategies**, ensuring our **partners** address equality issues and establishing a few simple **processes** to monitor what we are doing. This should improve outcomes for the following 3 key groups: **staff, residents** and **communities**.

³The principles are derived from the Equality Framework for Local Government.

⁴The enablers are designed to closely align with the councils OD strategy 2010, and the benchmark standards relevant to the equalities agenda.

This approach simplifies the steps we need to take to achieve compliance and deliver excellence. This approach will also ensure equality is understood as providing improvements for both **staff** and **residents** in our communities, not just a few particular groups. Because this approach is **'inclusive'** it will also provide a focus on many areas of inequality that are sometimes overlooked; for example the poor educational performance of white working class boys, gypsies and travellers, looked after children, ex-offenders, and other groups, such as disabled, lesbian, gay and bisexual staff, and people with learning disabilities.

Diagram 1: The Model



Derived from the EFQM excellence model

This corporate approach will require close work between the HR, OD and Diversity functions to target effort where improvement is most needed to tackle inequalities. This will include focusing on the particular needs of people who are disadvantaged or discriminated against through age, disability, race, gender or transgender, religion or belief and sexual orientation. This will also require a service focus, for example to include efforts to reduce child poverty, health inequalities or other inequalities within communities.

A key aspect of this approach will be working with staff and community stakeholders to understand the nature and extent of inequality and disadvantage across the organisation and within our communities. This should encourage collaborative working to improve outcomes for all groups.

This corporate approach will ensure that, as a whole council, our approach to equalities collectively focuses on:

- The service improvement function of equalities
- Improved outcomes in both the organisation and community
- The local equality profile of communities
- The interaction between equality characteristics such as age and disability, gender and ethnicity, faith and sexual orientation

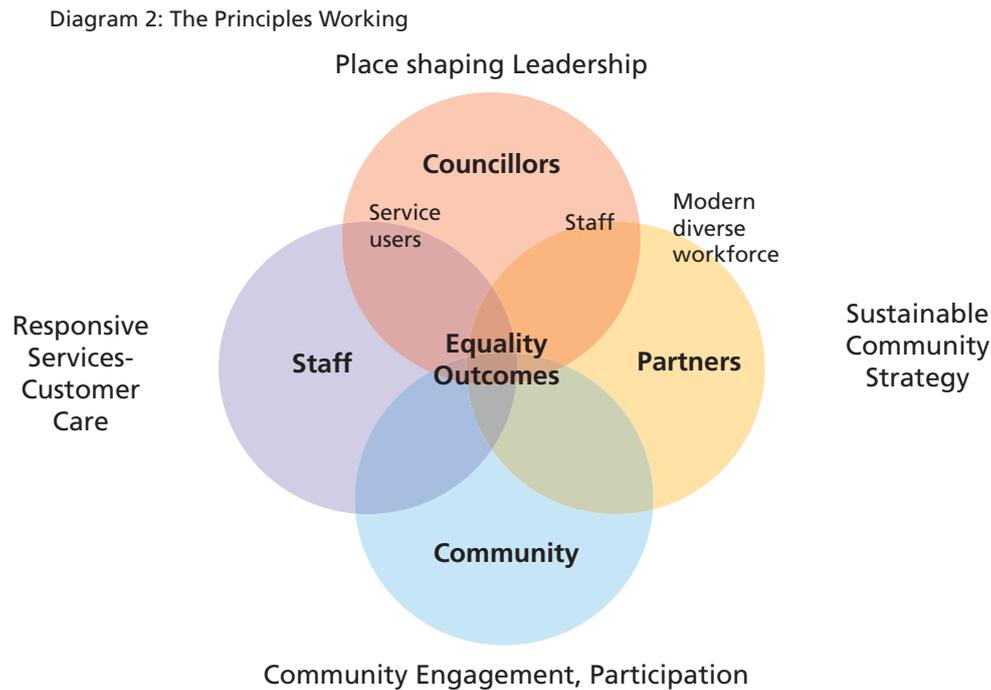
This should lead to:

- Improved services that are more representative, relevant and efficient, whilst also improving satisfaction and trust
- Improvements in access to services as a consequence of tackling discrimination
- Policies and strategies that deliver for everyone and improve our accountability to local people

Section 3

The Equality Framework

The framework is about continuous improvement and a focus on outcomes, rather than complex structures and prescriptive arrangements. The framework represents a light touch but practical approach which reflects both best practice and the current operating context of local government⁵. The diagram (diagram 2) demonstrates how working within these principles and adopting a whole council approach will drive improved equality outcomes.



We will need some simple arrangements to support this way of working. However based on the principle of avoiding unnecessary and complex structures, this section explains what corporate arrangements we will use to support this approach.

Directors' Board

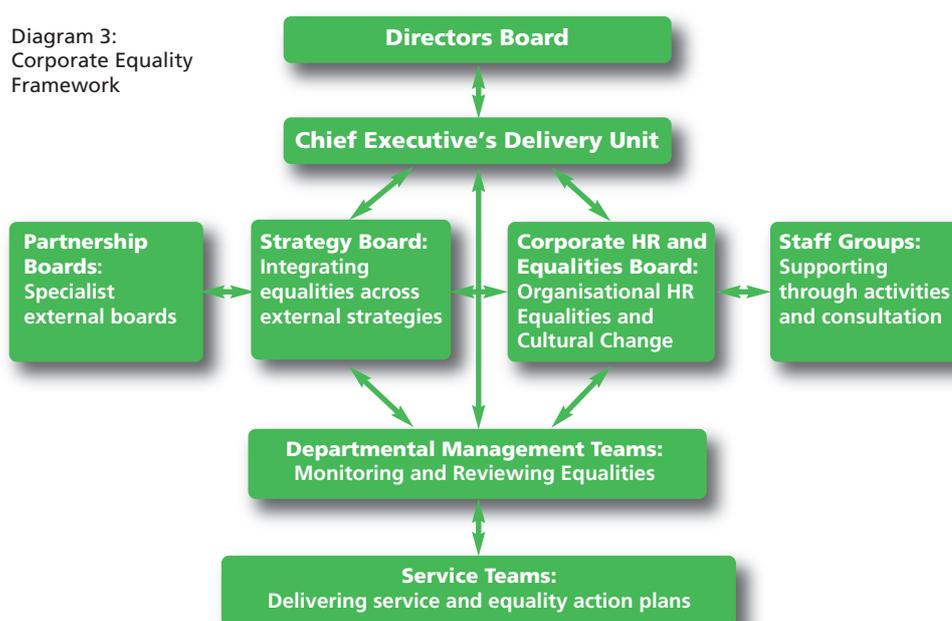
The first priority is ensuring the leadership to develop and facilitate the achievement of the council's vision and mission, demonstrating the values consistent with equality and implementing these via appropriate actions and behaviours. This role is the responsibility of everyone, but the Chief Executive and Directors' Board have a special responsibility to provide the leadership needed to ensure we work collectively as an organisation that 'values diversity' and that all services adopt a whole council approach reflecting equalities as a fundamental part of the business model of the council. Through the simple monitoring arrangements set out in **section 6**, the Chief Executive and Directors Board will review our progress and the steps we need to take to continuously improve.

⁵The CEF reflects the five performance areas set out in the Equality Framework for Local Government, and these in turn reflect the operating context of local government. This includes the important role of local government in terms of place shaping and community leadership.

Chief Executive's Delivery Unit

The Chief Executive's Delivery Unit (CEDU) has responsibility for a number of key corporate functions including the Corporate Diversity Team. The Corporate Diversity Team (CDT) coordinates the council's equality agenda providing the necessary specialist strategy, policy training and delivery expertise to ensure that all statutory responsibilities are met. The CEDU will add significant value to the equalities agenda through joint work between the CDT and corporate communications, regeneration, community development and the corporate policy functions.

Diagram 3:
Corporate Equality
Framework



Strategy Board

A key mechanism for improving equality outcomes is how the organisation implements its corporate priorities and vision via clear stakeholder focused strategy, supported by relevant policies, plans, objectives, targets and processes. Ensuring that all relevant strategy and policy development reflects equality issues is therefore a key corporate requirement. The Strategy Board which is sponsored by the Assistant Chief Executive and includes representation from the corporate equality lead and key strategy and policy authors across the council will ensure issues around the equalities agenda are fully considered across key strategies. This should result in improved equality outcomes on the delivery end.

Partnership Boards

How the organisation plans and manages its external partnerships and internal resources in order to support its policy and strategy and the effective operation of its processes are also central to meeting our statutory duties. The council has a number of statutory partnership boards which include the Shadow Health and Wellbeing Board, the Community Safety Partnership and the Local Safeguarding Children Board (LSCB). These boards all have specified duties and responsibilities with a complex network of sub-boards and delivery work-streams. The council's Strategy Board will act as a critical friend to these partnership boards, to ensure relevant equality issues are effectively addressed.

Corporate HR, Equalities and Cultural Change Board (CHRECC)

The performance of the organisation in meeting its statutory equality duties is also dependant on strong HR and Organisational Development activity. Building and fostering a truly customer-focused culture requires cultivating a real commitment to equality across the organisation. The board facilitates the joining up of HR, Equalities and Cultural Change activities across the council. The HR, OD and Diversity teams will need to play a key role within the equalities framework, to improve the organisation's performance relating to diversity, through joint work across recruitment, selection, induction, probation, training and development, career progression, succession, service planning, and capability processes.

Staff Forums

The staff forums facilitate effective engagement between staff and the council. These forums also provide a mechanism for staff to contribute to service improvement activities and communicate with the council on equality issues that impact on staff welfare. The forums are managed by the CDT and operated through staff chairs independently elected by forum members. The CHRECC Board acts as sponsor and ensures that staff issues are effectively addressed or progressed to Directors Board as

Departmental Management Teams (DMT)

Directors through their management teams will have a strong role to play in terms of addressing the commitments and actions set out in our corporate plans, and ensuring that service design, planning and delivery reflects all relevant statutory equality requirements. Management teams plan for risk, monitor service delivery and review progress in many areas. While it may be necessary to establish working groups to progress specific equality projects or work, departments should ensure issues around equalities are addressed as part of normal DMT meetings. This will ensure that planning and delivering equalities becomes a business as usual operation rather than a separate activity. This will also ensure the monitoring activity set out in Section 6 is owned by the DMTs.

Service Teams

The work of service teams across the council are a fundamental part of the delivery of any equalities framework. The delivery of improved equality outcomes will depend on the work of managers and their teams. Managers should ensure staff are aware of the equalities framework, the equality actions set out in the Single Equality Scheme (SES) and the standards set out in **Section 7**. Team Managers should ensure through team plans and the individual performance and review process that individuals have clear ownership of actions.

This approach will require closer working between teams, service users, and community groups to ensure a real partnership approach. To underpin this approach managers should ensure performance reviews reference the performance and behaviour framework that sits within the OD team. The behaviour framework highlights the behaviours and competencies required to support our approach.

Section 4

The Specific Duties

The Equality Act 2010 places a number of general and specific duties on public sector bodies. The general equality duty means public sector organisations must give “due regard” to the need to:

1. Tackle unlawful discrimination, harassment and victimisation;
2. Promote equality of opportunity between people who share a protected characteristic and those who do not;
3. Foster good relations between people who share a protected characteristic and those who do not.

The specific public sector equality duties are intended to enable public authorities better to perform and demonstrate their compliance with, the general public sector equality duty. The specific duties require public bodies to to:

- prepare and publish equality objectives;
- publish information to demonstrate compliance with the general equality duty, including information relating to people who share a relevant protected characteristic who are:
 - (a) its employees; or
 - (b) other persons affected by its policy and practices.



Public bodies (including schools) must publish this information to demonstrate compliance with the general duty annually. They must also publish their equality objectives every 4 years.

There are significant issues that arise should a public authority fail to comply with the general or specific equality duties. This includes challenge through an application to the High Court for judicial review. An application could be made by a person or group of people with an interest in the matter, or by the Equality and Human Rights Commission (EHRC).

To ensure compliance with both the general and specific duties our equalities framework includes a range of activities, which will help us all work effectively to promote equality of opportunity (diagram 4). This includes the Equality Impact Analysis framework and Council Report Framework.

Equality Impact Analysis

Equality Impact Analysis (EqIAs) is a statutory requirement arising from the general duty⁷. EqIAs enable organisations to assess the equality implications of any proposed decision. The approach assists the council tackle inequality and target resources efficiently.

This EqIA methodology is a key part of the corporate equality framework, and aims to promote better equality outcomes for services users and residents. Our current EqIA framework is based on a light touch approach which focuses on analysis rather than a tick box approach. Strategy authors are responsible for conducting the EqIA

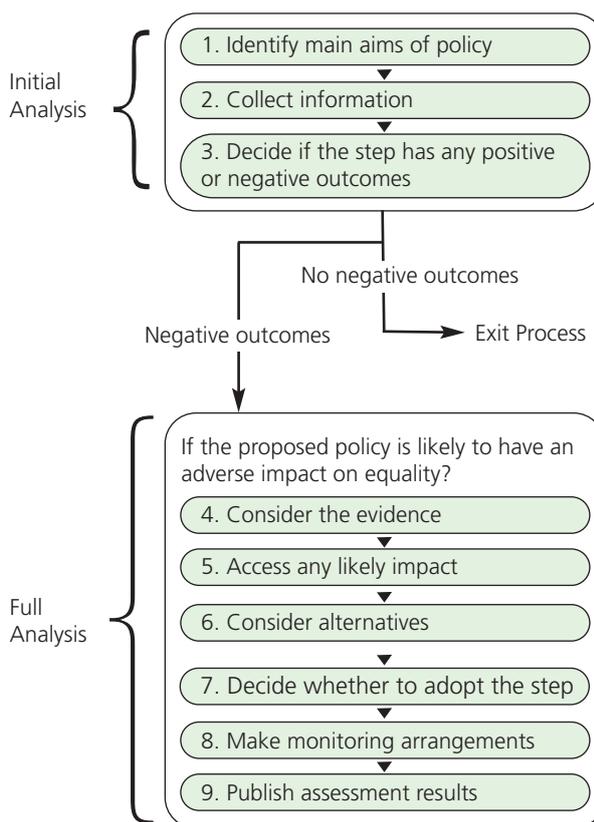
The EqIA framework applies to:

- Strategies, policies, and plans which must be agreed by Directors Board, Scrutiny or Cabinet;
- Strategies, policies and plans related to service delivery;
- Strategies, policies and plans which are agreed through delegated responsibility by a cabinet member or a Chief Officer.

The council will also keep a corporate schedule of policies, strategies and functions and monitor policy development to ensure that all policy and strategy work is subject to an EqIA. EqIAs will be published annually by the council as part of our annual equality report.

The Impact Analysis Process

The process can be divided into two parts – initial and full assessment. You will only need to carry out a full assessment if the initial process reveals that the proposed step may have some adverse outcome.



⁷The Equality Act 2010 sets out what is known as 'General and Specific' duties. These are statutory requirements which public sector bodies must address.

Council Decisions

Equality legislation requires public authorities to promote human rights, eliminate discrimination and promote equality with regard to age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex, sexual orientation pregnancy and maternity, as well as, as well as promoting good relations.

The law requires that this duty to pay 'due regard' be demonstrated in the decision making process. Assessing the potential equality impact of proposed changes to policies, procedures and practices is one of the key ways in which public authorities can show 'due regard'.

However it is also important to note that public authorities subject to the equality duties are also subject to the obligations under the Human Rights Act. These requirements place a duty on all public sector bodies to ensure that both equality and human rights considerations are fully taken into account by decision makers. This means that the council must demonstrate that any decision is taken in a fair, non discriminatory, transparent and accountable way. This will require considering the needs and the rights of **all** protected equality groups.

The council's report and decision making process should be regarded as a key part of the corporate equality framework. The report procedure requires all report authors to detail the equality implications of any proposed decision. It is the responsibility of the report author to write these implications, and ensure these are then verified according to the report procedure with the legal, finance and diversity teams.

The consideration of all equality implications is not just something the law requires, it is a positive opportunity for report authors to ensure they are making recommendations based on robust evidence. It is an important aspect of the framework that the relevant portfolio holder is briefed on the equality implications, so these are properly understood. The proper consideration of equality implications is a statutory requirement and should be a key priority. Failure to fulfil this requirement may result in judicial review or costly, time-consuming and reputation-damaging legal challenges.

Advice and Guidance

The Equality Act places a range of statutory equality duties on activities carried out by public sector organisations. These include procurement, employment, commissioning, partnership working. The CDT is responsible for producing guidance to supplement the arrangements set out in this framework. The team will also produce the **single equality scheme** and **annual equality report**, which are statutory documents, required by the specific duties regulations⁸, and therefore key documents within this framework.

⁸The Equality Act 2010 (Specific Duties) Regulations 2011 came into force on 10 September 2011.

Access to Services

The Equality Act places a requirement on local authorities to provide the public with access to their services. Service providers have an obligation to make reasonable adjustments to premises or to the way they provide a service. There are specific issues for disabled service users, and those with language needs that should be considered by all service areas. The CDT provides a number of services to support this requirement, including training and the corporate language and translation service. This service is provided through language line and the contract is managed by the corporate diversity team. The HR team also maintains the council's two ticks disability accreditation, which demonstrates the council's commitment to disability equality.

Managing Discrimination Complaints

Managing discrimination complaints is an important part of the equalities framework. Complaints about services and issues of discrimination should be made using the corporate complaints process. However, there are some separate arrangements in some areas of the council regarding the processing and management of complaints (see complaints procedure) Workforce issues including grievances, are dealt with under the HR framework and the appropriate procedure should be followed.

Any service complaints which involve issues or comments about inequality or any other diversity issue are managed through the corporate complaints process and referred to the Corporate Diversity Team for support and additional investigation. The team can be reached on 01375 652 472.

Complaints about Councillors

Complaints about the conduct of Councillors are dealt with by:

- The Standards Committee and complaints should be forwarded to the Monitoring Officer by email tshawkat@thurrock.gov.uk

Whistle blowing

The council has also adopted a separate procedure for staff to raise concerns in confidence about issues such as serious malpractice (e.g. the safety or proper care of clients, fraudulent or dishonest practice), or serious cases of discrimination that require a degree of confidentiality. The named officer for whistle blowing is the Head of Legal Services who can be contacted by confidential telephone on 01375 366110 (external callers) or ext 5041 (internal callers) or email on whistleblowing@thurrock.gov.uk

Section 5

A Whole Council Approach

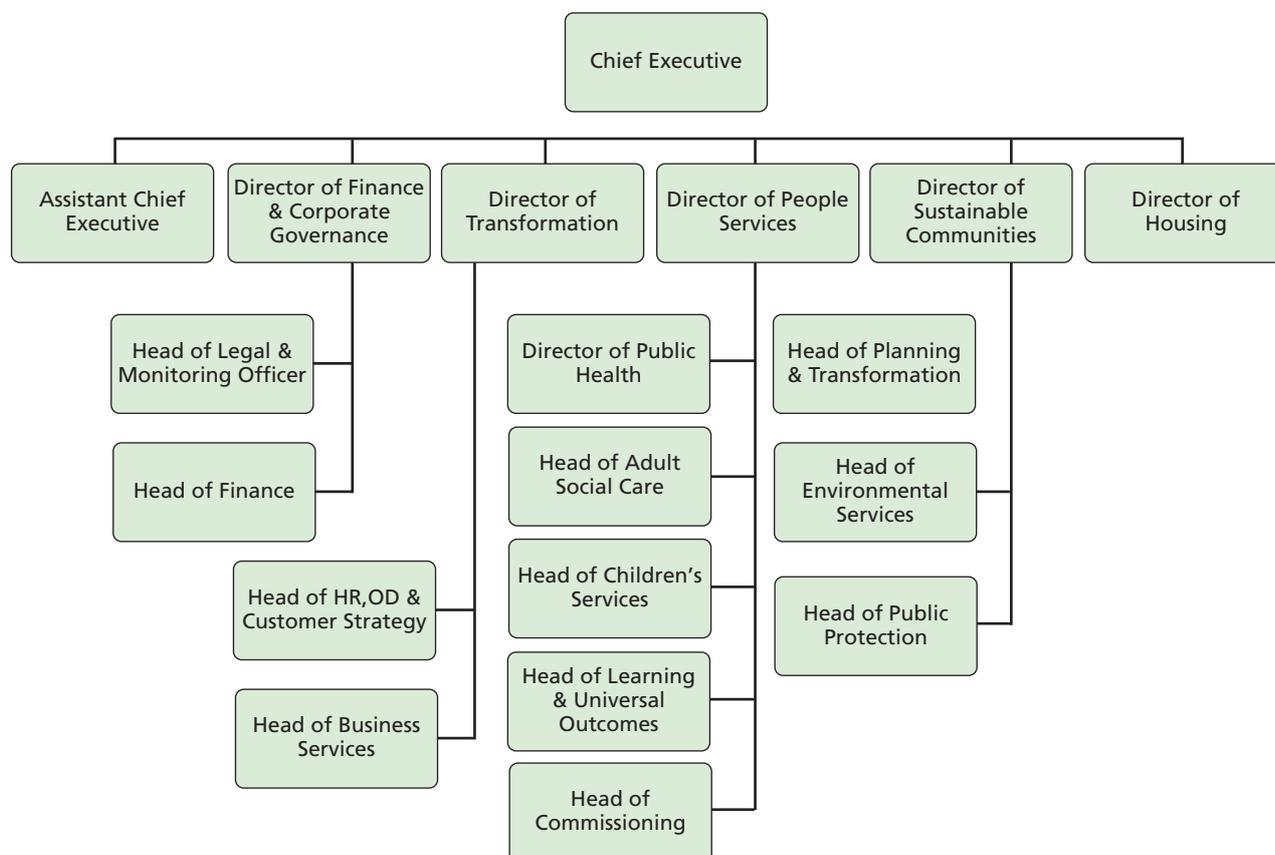
The council is made up of 49 ward councillors made up of 22 from the Conservative Party, 24 from the Labour Party, 2 Independents and 1 Concerned Conservative. A Leader-Cabinet model of governance is operated and the Cabinet is comprised of eight Councillors. There are five overview and scrutiny committees aligned with the corporate functions and an overview and scrutiny steering group. Scrutiny also commission task and finish review groups when required.

Strategic Partnership with Vertex

The council has established a long-term partnership with a private company (Vertex) to deliver a range of services. These include a face-to-face contact centre, a telephone contact centre, housing benefit administration, Council tax collection, Information Technology provision and support, and procurement as well as other back office functions.

Management Structure

The management structure consists of the Chief Executive, and six directors. There are 12 Heads of Service supported by 2,807 staff based in various council offices.



Working Together

The corporate equality framework applies to all six directorates and functions of the council and the services and teams represented in the corporate structure. **Every** contracted service is under a statutory requirement to apply the equality duty to all work performed on behalf of the council. **Every** individual working at Thurrock, whether a colleague or a partnership body, is responsible for adhering to our equality framework. **Each** directorate or function is expected to work within the framework and to deliver the actions set out in our single equality scheme. **Each** member of the Directors Board is responsible to the Chief Executive for ensuring that his/her area of responsibility works within the context of this framework.

The success of this approach depends upon the crucial contribution of our staff, and this people focus is central to the **'whole council'** approach set out in our corporate equality framework. We will ensure that all staff have the skills to deliver this framework, through the OD strategy and close work between the OD and CDT teams. This will include a range of workforce development activity including training, mentoring, and continuing professional development activity.

Section 6

Monitoring

There is a legislative requirement for public sector organisations to monitor their progress in meeting the statutory requirements of the Equality Act 2010. We will also need to monitor our progress to allow us to develop an evidence base to help drive forward improvements in service delivery and outcomes for staff and residents.

Monthly Equality Monitoring (MEM)

Monitoring issues around equalities is necessary to ensure fair and equal treatment for all. This includes **workforce data** and **service user** profiles. Human Resources is responsible for providing monthly workforce profile monitoring. Departments will need to establish appropriate systems to report on their service profiles.

Quarterly Equality Reviews (QER)

Service areas will need to review their progress quarterly against all actions set out in the single equality scheme and any actions arising from EqIA's. The CDT will attend DMTs on a quarterly basis to support this review process.

Annual Equality Report (AER)

The council is under a statutory duty to report on the progress it has made in meeting all equality requirements. This report will need to include progress made by services in meeting the actions set out in the single equality scheme and all steps taken to tackle discrimination and improve services. It must include workforce data and analysis of organisational diversity issues. This report will also set out the results of benchmarking assessments in section 8 and will be approved by Directors' Board and cabinet each year. To ensure an improvement cycle, the actions and lessons identified will need to be incorporated into the annual business planning process in each service area.

Section 7

Equality Standards

The Corporate Equality framework will enable the council work better to deliver our statutory equality duties. It should give rise to a shared understanding of **'how'** we will work together to deliver improved equality outcomes and alongside our single equality scheme give a clear indication of **'what'** key equality issues we all need to address.

We will see success reflected in improved services, measured through the corporate score card and a range of performance indicators which have an 'equality focus'. We will also measure our success through the standards set out below. These will provide an externally validated check on our progress. All services will need to contribute towards this benchmarking work as appropriate. We need **all** managers and service heads to be aware of the specific requirements of these standards and how they relate to their areas.



StoneWall Workplace Equality Index:

to measure our workforce equality progress. Stonewall Top 100 Employers is the definitive national benchmarking framework for equality focusing on workplace issues. Organisations are judged by a set of criteria, and what they do to improve their workplace for lesbian, gay and bisexual (LGB) staff, but also to demonstrate how that has had a real and lasting impact for all staff across the organisation.

The Equality Framework for Local Government:

to benchmark our overall progress against other local authorities. The Equality Framework for Local Government (EFLG) is a performance improvement and benchmarking tool. It builds on and develops the work councils have done on the Equality Standard for Local Government (ESLG).



Where Service Matters

Investors in Quality:

to quality assure equality and diversity training and provide a quality assurance mark for our training delivery. Those holding the mark are rigorously assessed, to meet national standards. NCFE's Investing in Quality (IIQ) Licence will provide national recognition for our equality and diversity training programmes of learning.



The European Charter:

to promote a borough wide commitment to equality the charter outlines certain key principles aimed at tackling multiple discrimination, balanced representation and participation in civic life taking into account the specific needs of women and men. The Charter helps local authorities work with members to raise awareness of equality across the borough.



Investors in People:

to measure our overall approach to developing the organisational capacity of the council and ensuring effective HR. OD and Diversity practice. The council will use this framework as our key people management and improvement standard across the organisation.



Two Ticks:

to promote a positive culture across the council in relation to the employment of disabled staff. The symbol is awarded by Jobcentre Plus to employers who have made commitments to employ, keep and develop the abilities of disabled staff.

Section 8

Summary

This framework represents a clear corporate approach describing how we will all work together as a council to meet our statutory equality duties. The framework is a flexible approach, which will facilitate collaboration across the council and with our partners, so that real change can be delivered for both staff and residents of Thurrock.

The framework is not optional, it represents a key mechanism for ensuring compliance with all statutory equality duties, and human rights requirements placed on the council. The arrangements set out in this document apply to all services and teams.

We will continuously update our approach, so that over time we are recognised as a 'class leader' in the area of equalities and in terms of our commitment to delivering excellent services and outcomes for our staff and residents.

Appendices

Appendix 1:

- **Diversity**

The differences in the values, attitudes, cultural perspective, beliefs, ethnic background, sexuality, skills, knowledge and life experiences of each individual in any group of people. This term refers to differences between people and is used to highlight individual need. It can be used inappropriately as an alternative to equal opportunities. It avoids reference to discrimination and the equality impact that power imbalances have on different communities.

- **Due regard**

The requirement to give due weight to the need to promote equality of opportunity in proportion to its relevance to a policy or change process.

- **Equalities**

Used as a short hand term to refer to all work addressing issues of discrimination and disadvantage, particularly as it relates to race, disability, gender, sexual orientation, faith and age.

- **Equality**

The vision or aims of creating a society free from discrimination where equality of opportunity is available to individuals and groups enabling them to live their lives free from discrimination and oppression.

- **Equality Impact Analysis**

Also known as 'impact assessment' or EqIA, is the process which enables an authority to identify and act on the need to modify policies and practices to have due regard to the need to promote equality. The Equality Act 2010 establishes the requirement to give equalities due regard.

- **Equal opportunities**

The development of practices that promote the possibility of fair and equal chances for all to develop their full potential in all aspects of life and the removal of barriers of discrimination and oppression experienced by certain groups.

- **Ethnicity**

An individual's identification with a group sharing any or all of the following: nationality, lifestyles, religion, customs and language.

- **Gender**

A concept that refers to the social differences between women and men that have been learned are changeable over time and have wide variations both within and between cultures.

- **Gypsies and Travellers**

Persons of a nomadic habit of life whatever their race or origin, including such persons who on the grounds of their family's health or educational needs or old age have ceased to travel temporarily or permanently, and all other persons with a cultural tradition of nomadism and/or cultural dwelling.

- **Looked After Child**

This refers to children in public care, who are placed with foster carers, in residential homes or with members of family or kinship network.

- **Religion and Belief**

Any religion, religious belief, or similar philosophical belief, including non-belief.

- **Sexual Orientation**

A term describing a person's attraction to members of the same sex or different sex. Usually defined as lesbian, gay, bisexual, or heterosexual.

- **Social inclusion**

The position from where someone can access and benefit from the full range of opportunities available to members of society. It aims to remove barriers for people or for areas that experience a combination of linked problems such as unemployment, poor skills, low incomes, poor health and family breakdown.

- **Transgender**

A general term applied to a variety of individuals, behaviours, and groups involving tendencies to vary from culturally conventional gender roles." Transgender" does not imply any specific form of sexual orientation; transgender people may identify as heterosexual, homosexual, bisexual, pansexual, polysexual, or asexual; some may consider conventional sexual orientation labels inadequate or inapplicable to them.

Appendix 2: Table of Abbreviations

BME	Black and Minority Ethnic
CDT	Corporate Diversity Team
CEDU	Chief Executive's Delivery Unit
CHRECC	Corporate HR, Equality and Cultural Change
CVS	Council for Voluntary Services
DB	Director's Board
DMT	Departmental Management Team
EHRC	Equality and Human Rights Commission
EqIA	Equality Impact Analysis
ESLG	Equality Standard for Local Government
EFLG	Equality Framework for Local Government
HR	Human Resources
LAA	Local Area Agreement
LGB	Lesbian, Gay and Bisexual
LSP	Local Strategic Partnership
NCFE	National College for Further Education
OD	Organisational Development
PDR	Performance and Development Review
SES	Single Equality Scheme

Appendix 3: Associated documents

- Bullying and Harassment Policy
- Complaints Procedure
- Grievance Policy
- Language and Translation Policy
- OD Strategy 2010
- Religion in the Workplace Policy
- Sustainable Community Strategy
- Single Equality Scheme
- Sexual Orientation in Workplace Policy
- Whistle Blowing Policy

Further information on the Corporate Equality Framework can be obtained by contacting **01375 652472**, or by writing to:

Samson De Alyn
Corporate Diversity Team
Chief Executive's Delivery Unit
CO2 Floor 3
Civic Offices
Grays
RM17 6SL

Additional information, including a series of fact-sheets on equalities issues can also be obtained from the following web address: www.thurrock.gov.uk/i-know/diversity