

Equality Objectives 2022-2025 – Consultation Responses

Overview of Respondents

A total of 36 responses were received (note that not all respondents answered all questions). Of these, 31 were replying as individuals and 5 on behalf of organisations.

Due to the small number of individual responses a demographic breakdown is not provided.

The five organisations providing a response were: Rayleigh, Rochford and District Association for Voluntary Service, Mencap, Action for Family Carers and Police, Fire and Crime Commissioner for Essex.

Sub Objective 1: Developing a Levelling Up Strategy that will set out our long-term commitment through a series of policy interventions to connect people to opportunities and support aspiration across Essex, with a specific focus on those cohorts and places most at need.

Overview of Responses		
Response	#	%
Strongly agree	12	34%
Agree	16	46%
Neither agree or disagree	6	17%
Disagree	0	0%
Strongly disagree	1	3%
Total	35	

Comments Received

Eleven comments were made by those who 'Strongly Agree / Agree'. Two comments were made by those who 'Neither Agree or Disagree'. No comments were made by those who "Disagree.

The substantive issues raised by commentators were the need to address public transport in rural areas, mental health impacts and digital exclusion, the need for targets to be set for improvement, the need for a whole system approach, the links between the cohorts and violence and vulnerability, concerns that some families will 'fall between the gaps' of the agreed cohorts, and the need to address intersectionality of the cohorts.

Response

The issues raised are all covered within the detail of the [Levelling Up Strategy](#). Therefore, we do not consider it necessary to make any changes to this sub objective.

Sub Objective 2: Focusing on a key commitment in Everyone's Essex to work with children, young people and partners across the system to improve outcomes for the most vulnerable children and disadvantaged groups.

Overview of Responses		
Response	#	%
Strongly agree	21	62%
Agree	10	29%
Neither agree or disagree	2	6%
Disagree	0	0%
Strongly disagree	1	3%
Total	34	

Comments Received

Nine comments were made by those who 'Strongly Agree / Agree'. One comment was made by those who 'Neither Agree or Disagree'. No comments were made by those who "Disagree.

The substantive issues raised by commentators were the need for more mental health support for young people and support for SEND, joining up the approach with existing activity and needing to address the root causes of inequalities.

Response

The issues raised are all covered within the detail of [Everyone's Essex](#). Therefore, we do not consider it necessary to make any changes to this sub objective.

Sub Objective 3: Working with partners to deliver an effective and robust response to tackling Hate Crime across Essex and ensure communities are informed about, and confident in, reporting hate crime, through the Essex Hate Crime Prevention Delivery Plan.

Overview of Responses		
Response	#	%
Strongly agree	11	32%
Agree	13	38%
Neither agree or disagree	6	18%
Disagree	0	0%
Strongly disagree	4	12%
Total	34	

Comments Received

Five comments were made by those who 'Strongly Agree / Agree'. Two comments were made by those who 'Neither Agree or Disagree'. Three comments were made by those who "Disagree.

The substantive issues raised by commentators were the need for increased support for victims and educating children and young people, needing to understand intersectionality, the issue of misogyny as a hate crime and understanding the root causes of hate crime.

Response

Whilst the Hate Crime Delivery Pan is still in draft, it is aligned to the priorities within the existing [Hate Crime Prevention Strategy](#) and the issues raised are all covered within these priorities. The Law Commission review has recommended that misogyny not be made a hate crime under the Police, Crime & Sentencing Bill. Violence, intimidation and abuse against women and girls is a priority for Essex County Council and this is reflected in Sub Objective 5. Therefore, we do not consider it necessary to make any changes to this sub objective.

Sub Objective 4: Working with partners, to develop and implement a revised and updated Joint Health and Wellbeing Strategy to address the issues impacting our communities, as identified through the Joint Strategic Needs Assessment.

Overview of Responses		
Response	#	%
Strongly agree	17	52%
Agree	13	39%
Neither agree or disagree	2	6%
Disagree	0	0%
Strongly disagree	1	3%
Total	33	

Comments Received

Ten comments were made by those who 'Strongly Agree / Agree'. One comment was made by those who 'Neither Agree or Disagree'. No comments were made by those who "Disagree.

The substantive issues raised by commentators were a need to focus on mental health support, suicide prevention, dementia and end of life care, the need to improve access to services in rural areas and the need to join up the approach across all areas to tackle the issues.

Response

The issues raised are all areas that will be reviewed as part of the JSNA and, where identified as a priority, will be included within the Health & Wellbeing Strategy. Therefore, we do not consider it necessary to make any changes to this sub objective.

Sub Objective 5: Working with partners to tackle violence, intimidation and abuse against women and girls in Essex communities, as well as working with communities to improve feelings of safety in public spaces.

Overview of Responses		
Response	#	%
Strongly agree	16	46%
Agree	17	49%
Neither agree or disagree	1	3%
Disagree	0	0%
Strongly disagree	1	3%
Total	35	

Comments Received

Seven comments were made by those who 'Strongly Agree / Agree'. One comment was made by those who 'Neither Agree or Disagree'. No comments were made by those who "Disagree.

The substantive issues raised by commentators were educating children and young people, concerns about street lighting, the need to address Domestic Abuse, have an intersectional approach and a whole system approach.

Response

The issues raised are all areas being considered through the work of the [Safety Advisory Group](#) and through the [Southend, Essex & Thurrock Domestic Abuse Board Strategy](#), which inform this sub objective. Therefore, we do not consider it desirable to make any changes to this sub objective at this time.

Sub Objective 6: Developing a series of resources from the release of the Census 2021 outputs to provide a high level of insight into the needs of our communities to influence the shaping of inclusive policy and practice going forward.

Overview of Responses		
Response	#	%
Strongly agree	13	38%
Agree	11	32%
Neither agree or disagree	9	26%
Disagree	0	0%
Strongly disagree	1	3%
Total	34	

Comments Received

One comment was made by those who 'Strongly Agree / Agree'. Five comments were made by those who 'Neither Agree or Disagree'. No comments were made by those who "Disagree.

The substantive issues raised by commentators were to utilise data beyond the census.

Response

The census provides us with the best opportunity to understand population data sets not available elsewhere. We will always look to utilise different data where possible to help us maintain the best understanding of our community elsewhere. Therefore, we do not consider it necessary to change our approach or this sub-objective.

Sub Objective 7: Improve our understanding of the race disparities that exist in the provision of our service delivery to Essex residents and work with service users and local communities to address them.

Overview of Responses		
Response	#	%
Strongly agree	18	53%
Agree	8	24%
Neither agree or disagree	4	12%
Disagree	0	0%
Strongly disagree	4	12%
Total	34	

Comments Received

Six comments were made by those who 'Strongly Agree / Agree'. One comment was made by those who 'Neither Agree or Disagree'. Three comments were made by those who "Disagree.

The substantive issues raised by commentators were not using the term BAME and ensuring better representation within the workforce, the need to embed anti-racist practices and provide opportunities to celebrate diversity.

Response

The comments received reflect the ethos of the sub objective. It should also be noted that whilst the workforce objective was referenced as part of this consultation the full detail was not published, as consultation on this objective was carried out with the workforce. Therefore, we do not consider it necessary to make any changes to this sub objective.

Are there any other areas of focus you believe should be included within the equality objective?

Comments Received

The substantive issues raised by commentators were the need to consider accessibility/connectivity in rural areas, dementia, end of life care, taking positive action to provide equal access and opportunities and climate action.

Response

As noted in the above response, the issues raised are already considered within the detailed work behind the sub objectives. Therefore, we do not consider it necessary to make any changes to the objective.