

Draft Equality Objectives 2022-25	
Equality objective -Community Focused	Sub-objectives (Activity) We will achieve this by
We are committed to addressing inequalities and levelling up life chances for our residents and advancing equality of opportunity for our communities.	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.
	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.
	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 Strategic Hate Crime Prevention Strategy.
	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.
	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
	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.
	Improving 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.
Equality Objective - workforce focused	Sub-objectives (We will achieve this by...)
We are committed to being an employer that values difference and attracts, recruits and retains talented individuals from a diverse range of backgrounds. We will support and encourage our employees to be the best they can be at work and provides them with an employment deal that is fair and inclusive.	Working towards making selection pools for senior roles more diverse in terms of gender, disability and ethnicity.
	Developing a 'women in leadership' programme and moving the proportion of women in senior leadership.
	Actively promoting and encouraging people with disabilities to come forward and apply for roles at ECC.
	Identifying specific roles where women or men are underrepresented compared to the population of Essex, and actively promote to, and encourage applications from, that group.
	Consciously placing adverts and approaching agencies who reach and proactively support black and minority ethnic candidate communities, along with other underrepresented groups such as disabled candidates.
	Using the Ways of Working programme as a way of challenging how, when and where we work, opening up opportunities for more diverse talent.
	Reviewing our current level of learning and development offer around diversity and inclusion and its effectiveness – informed by employee networks and Diversity and Inclusion Lead.
	Having inclusive recruitment training in place.
	Ensuring that any talent programmes developed will include the ability to track participants and their career progression.
	Creating listening forums where senior leaders take part so that they can understand the experience of our workforce