

Equality Scheme Consultation

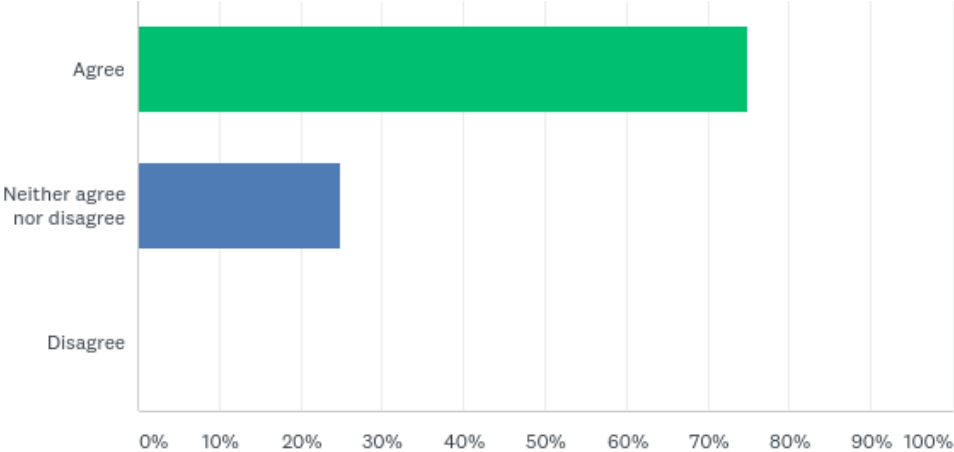
September / October 2019

Section A: Questions about the Equality Scheme

Questions 1 – 3 in section A were asked regarding the Draft Equality Scheme.

Q1: Do you agree or disagree that the scheme is written in a way that is easy to understand? I.e. the language is accessible and free from jargon.

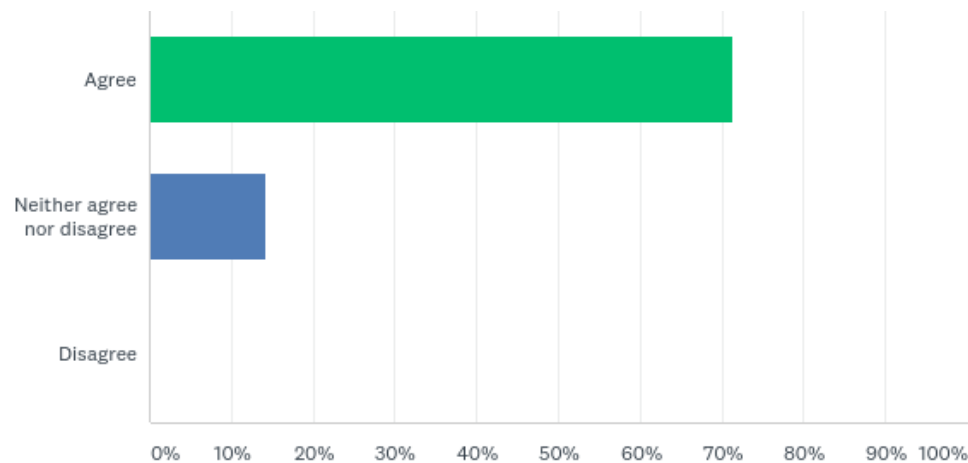
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree	75.00%	6
Neither agree nor disagree	25.00%	2
Disagree	0.00%	0
TOTAL		8

Q2: Do you agree or disagree that the content is relevant? (Including whether there is any relevant information you believe to be missing).

Answered: 7 Skipped: 1



Additional comments:

- Social mobility issues in Melton area
- I have not seen any statements regarding the Training and Monitoring of Staff in Equality and Diversity

ANSWER CHOICES	RESPONSES	
Agree	71.43%	5
Neither agree nor disagree	14.29%	1
Disagree	0.00%	0
TOTAL		7

Q3: Please provide any feedback you have on the scheme in the box below.

Comments:

- The intent is good and it is well presented.

Section B: Questions about the Equality Objectives

Questions found in Section B were about the 'Equality Objectives' and their corresponding actions. There are four objectives and questions were asked about each objective and their actions individually.

Objective 1

'Engage and communicate in appropriate and accessible ways'

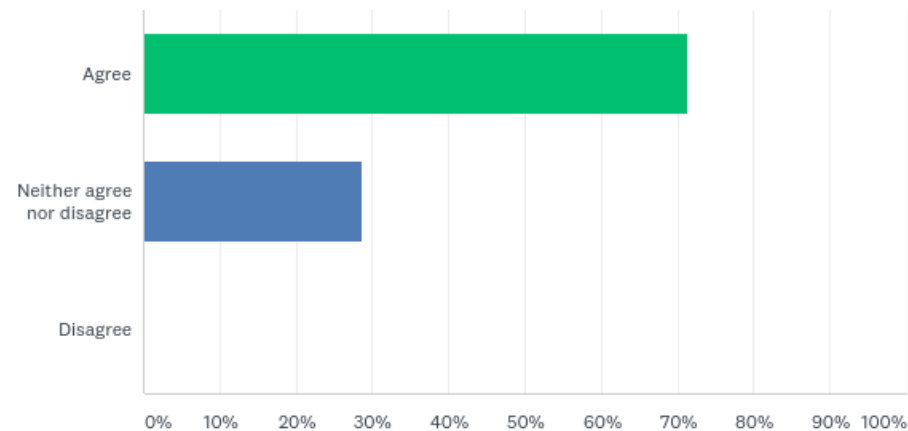
To meet this objective we have identified the following actions:

Ensure that:

- we provide advice and information in the most appropriate way to meet individual needs.
- engagement and consultation is accessible to enable people to participate in the decision-making process.
- consultation informs our equality priorities at Melton Borough Council.
- we continue the work of the 'Prospective Councillor' programme to encourage nominations from protected/underrepresented groups.
- staff are empowered to participate in work decisions in particular those staff from underrepresented groups.

Q4: Do you agree or disagree with this objective?

Answered: 7 Skipped: 1



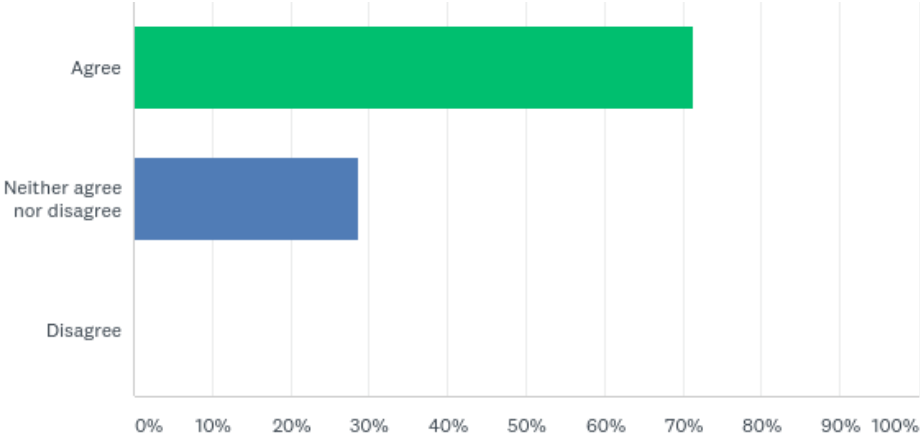
Additional comments:

- Only comment is that it is not clear how these are going to be measured or what success looks like
- An empowering objective

ANSWER CHOICES	RESPONSES	
Agree	71.43%	5
Neither agree nor disagree	28.57%	2
Disagree	0.00%	0
TOTAL		7

Q5: Do you agree or disagree that the actions will contribute to meeting the objective?

Answered: 7 Skipped: 1



ANSWER CHOICES	RESPONSES	
Agree	71.43%	5
Neither agree nor disagree	28.57%	2
Disagree	0.00%	0
TOTAL		7

Objective 2

'Develop and support a diverse workforce (being recognised as an employer of choice)'

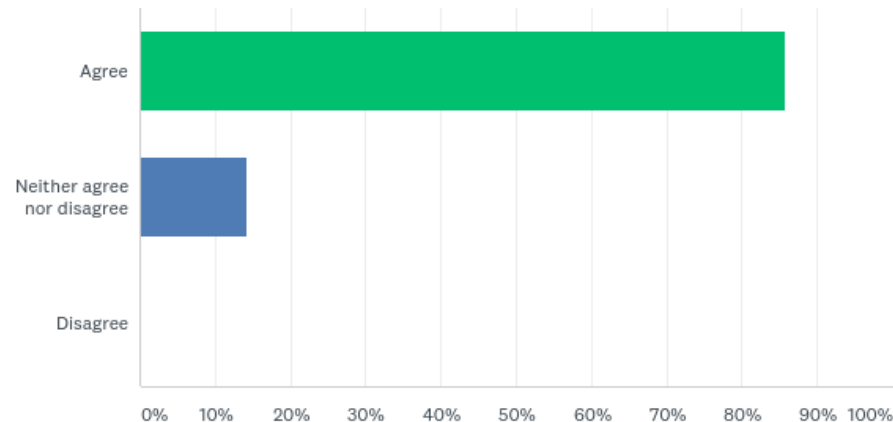
To meet this objective we have identified the following actions:

Ensure that:

- we regularly monitor, analyse and publish employment data in accordance with our statutory duties. (This would include publishing, by end of January each year, the employee profile data on external web pages.)
- we continue developing and maintaining our representative and inclusive workforce.
- we encourage employees to declare their protected characteristic.
- the effects of all employment procedures have been assessed, and action has been taken to mitigate any adverse impact identified and to promote equality of opportunity.
- any harassment and bullying incidents are monitored and analysed regularly and that appropriate action is taken to address the issues that have been identified.
- the working environment is accessible.
- we provide a range of learning and development opportunities to support Councillors and Officers in achieving equality objectives and outcomes.

Q6: Do you agree or disagree with this objective?

Answered: 7 Skipped: 1



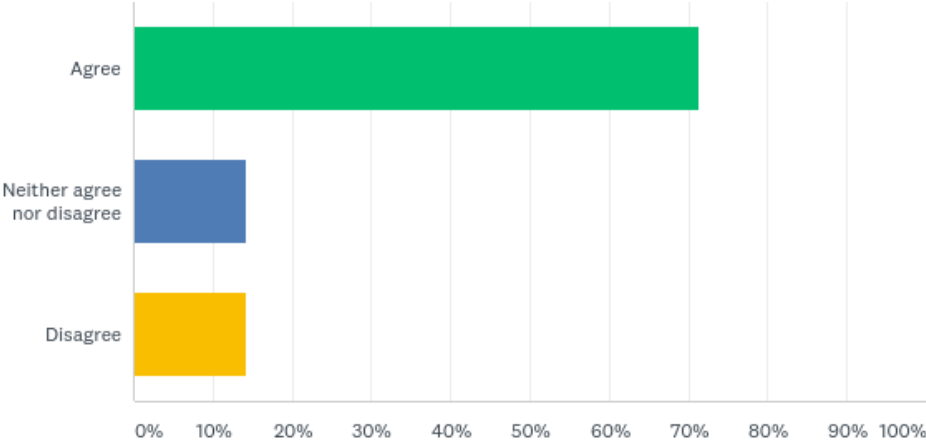
Additional comments:

- As before - what does success look like?
- However, you must continue to employ the best and most appropriate people.

ANSWER CHOICES	RESPONSES	
Agree	85.71%	6
Neither agree nor disagree	14.29%	1
Disagree	0.00%	0
TOTAL		7

Q7: Do you agree or disagree that the actions will contribute to meeting the objective?

Answered: 7 Skipped: 1



Additional comments:

- I have not seen any information regarding the Training of Staff in Equality and Diversity.

ANSWER CHOICES	RESPONSES	
Agree	71.43%	5
Neither agree nor disagree	14.29%	1
Disagree	14.29%	1
TOTAL		7

Objective 3

‘Ensure we commission and deliver inclusive and responsive services’

To meet this objective we have identified the following actions:

Ensure that:

- we continue to undertake an equality analysis when developing key service and employment policies, practices & procedures etc. (This would include actions and appropriate resources have been proposed to mitigate adverse impact and improve equality outcomes where changes in provision have been identified.)
- mechanisms are in place to ensure that service equality objectives are delivered by contractors, partners and providers through good contract management, and that they are monitored effectively to ensure they continue to be appropriate and accessible.
- when any changes in policy takes place we consider the needs of our residents so they are not socially, digitally and financially excluded.
- Human Rights issues are considered and addressed when delivering services to customers and clients.

Ageing well

- Ensure that services are currently in place for ageing well, through a variety of health/physical activity interventions targeting the most in need groups. This is through referrals from other service areas. Services include; Falls Prevention Classes, Walking Groups, & Low Impact Seated Exercise for Older People. Also a variety of interventions for Children (e.g. Music & Movement) & Adults (Walking Football, GP Exercise Referral) and (Inclusive Multi Sport Programme). Links to services can be found at <https://www.meltonsportandhealth.org.uk/>

Priority neighbourhoods

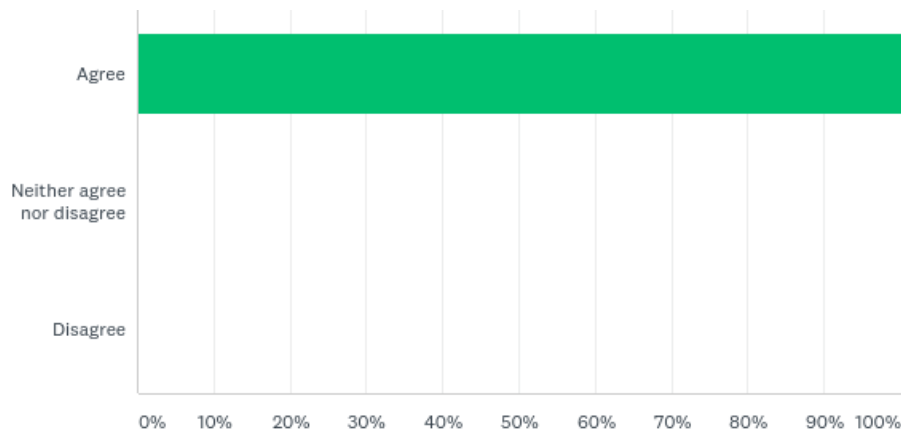
- To ensure that resources and services continue to develop and improve, Melton's Housing and Communities Team will involve residents in identifying what fundamental changes need to be made to influence and change issues that people have within their communities. We want residents to decide how they wish to regenerate the area where they live, socialise and work. We will also ensure that underrepresented groups are supported in this process.

Home seekers

- As homelessness is increasing at a national level, we at Melton aim to implement and maintain services which ensure that no potential or current home seeker is treated less favourably on the grounds of any of the protected characteristics. We will also seek to ensure that all applicants who may have difficulty in engaging with the service receive the help and assistance they require.

Q8: Do you agree or disagree with this objective?

Answered: 7 Skipped: 1



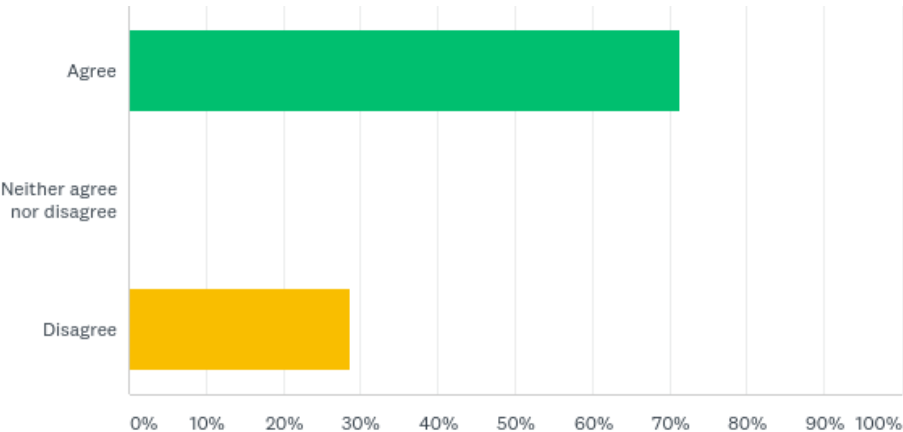
ANSWER CHOICES	RESPONSES	
Agree	100.00%	7
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
TOTAL		7

Additional comments:

- An excellent objective
- Home Seekers: how can a person on a list go from 43 position in May and 49 in August?? Priority is given to the wrong people.

Q9: Do you agree or disagree that the actions will contribute to meeting the objective?

Answered: 7 Skipped: 1



Additional comments:

- More focus on working age adults to support better outcomes in older age

ANSWER CHOICES	RESPONSES	
Agree	71.43%	5
Neither agree nor disagree	0.00%	0
Disagree	28.57%	2
TOTAL		7

Objective 4

'Foster good relations with and within the community'

To meet this objective we have identified the following actions:

Ensure that:

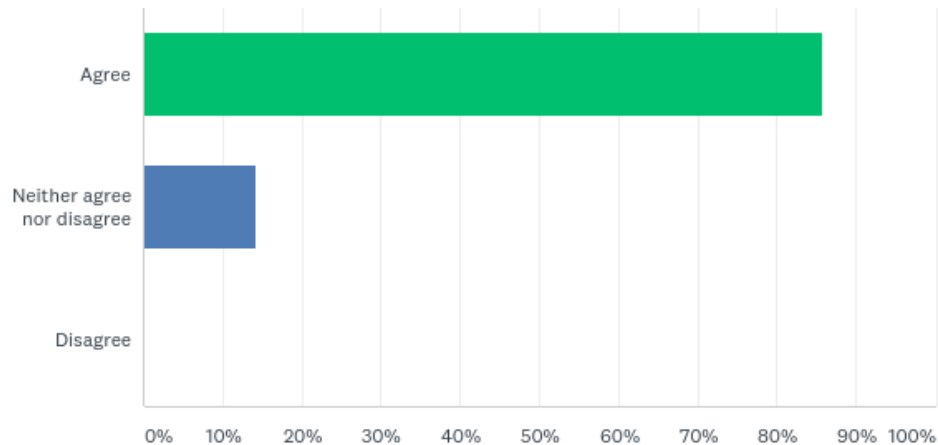
- the Council in its role as local leader will set a positive example in relation to promoting tolerance and equality issues publicly and proactively.
- Melton Borough Council and its partners have a strong understanding of the quality of relations between different communities and collectively monitor relations and tensions. (This includes actively promoting the importance of reporting all hate incidents related to age, disability, gender identity, race, religion / belief or sexual orientation).
- harassment and hate crimes are monitored and analysed regularly, and appropriate action is taken to address the issues that have been identified.

Anti Social Behaviour (ASB)

- It is recognised that ASB is often an outcome of other vulnerabilities such as drug misuse. Housing and Communities Team (together with its partners) will oversee this demand in a more holistic way looking at the root causes and demonstrating a more qualitative overview for Melton.

Q10: Do you agree or disagree with this objective?

Answered: 7 Skipped: 1



ANSWER CHOICES	RESPONSES	
Agree	85.71%	6
Neither agree nor disagree	14.29%	1
Disagree	0.00%	0
TOTAL		7

Additional comments:

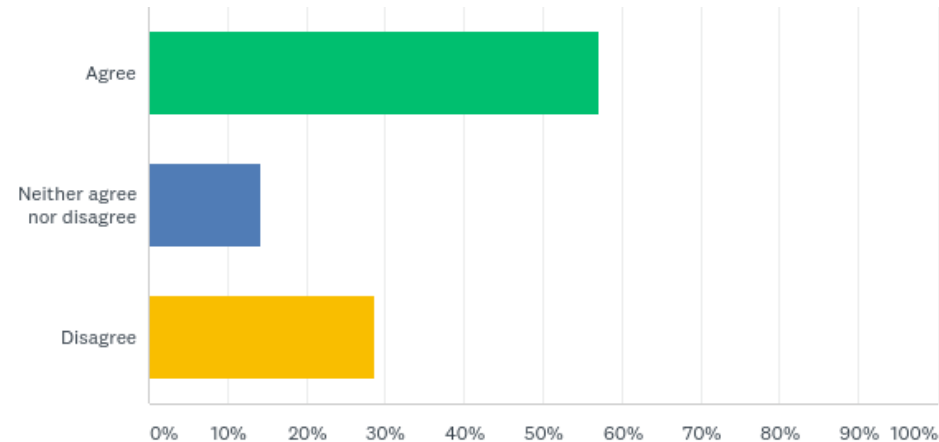
- Beyond tolerance to celebrating diversity.

- Not sure your approach to ASB will deal effectively with it.

- The new toilet block in Wilton Road car park. What a reflection on Melton Mowbray. Two out of three not working for days on end. The doors do not close properly. They smell horrible. I wonder if anyone involved in the planning has a disability? Would they try and use the rubbish facilities? This is the first impression a large number of coach parties get when visiting Melton Mowbray and it is a disgrace.

Q11: Do you agree or disagree that the actions will contribute to meeting the objective?

Answered: 7 Skipped: 1



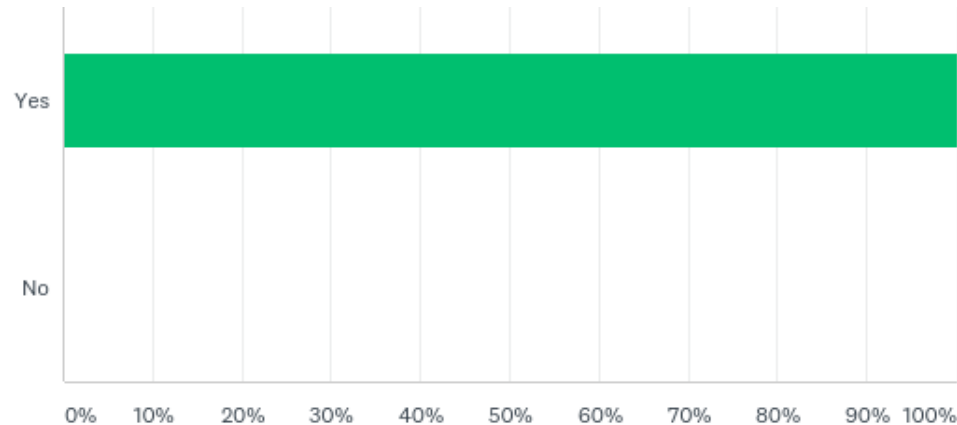
Additional comments:

- Would be worth clarifying what ASB is i.e. writing Anti Social Behaviour in full otherwise people may not know/understand what you are referring to.

ANSWER CHOICES	RESPONSES	
Agree	57.14%	4
Neither agree nor disagree	14.29%	1
Disagree	28.57%	2
TOTAL		7

Q12: Do you agree that our four identified objectives should be the four objectives of the scheme?

Answered: 7 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	100.00%	7
No	0.00%	0
TOTAL		7

Q12: Do you agree that our four identified objectives should be the four objectives of the scheme?

Comments

- Just a small thing but the title of the main document is 'Single Equality Strategy' but 'strategy' seems to appear to be interchanged with 'scheme' which might be confusing for people.
- Include the commitment to train staff in equality and diversity and ensure that EHRIA are completed to a high standard and are peer reviewed
- See above but don't isolate "normal" people in the community
- All positive objectives but it is doubtful that MBC would fulfil such promises as they have a poor track record with ethnic minorities, poor communication and we believe a culture of senior management bullying staff.