

# Draft Equality Policy

## Public Consultation April 2013

Thanet District Council is consulting on a draft Equality Policy which will replace the former Comprehensive Equality Policy.

This policy seeks to promote and uphold the principles of equality, diversity, fairness and inclusion within the council's employment practices, service design and delivery, procurement and partnership working.

The policy will also ensure that the council complies with the Equality Act 2010 and Public Sector Equality Duty.

### Part A: About the Draft Equality Policy

**1. How strongly do you either agree or disagree with the section in the policy entitled 'Policy Statement'?**

- 9 (20.5%) *Strongly agree*
- 19 (43.2%) *Agree*
- 8 (18.2%) *Neither agree nor disagree*
- 5 (11.4%) *Disagree*
- 3 (6.8%) *Strongly disagree*

*Please use this space to provide any further comments or to explain your response.*

6 (100.0%)

**2. How strongly do you either agree or disagree with the section in the policy entitled 'Scope and Purpose'?**

- 9 (20.5%) *Strongly agree*
- 18 (40.9%) *Agree*
- 10 (22.7%) *Neither agree nor disagree*
- 5 (11.4%) *Disagree*
- 2 (4.5%) *Strongly disagree*

*Please use this space to provide any further comments or to explain your response.*

5 (100.0%)

**3. How strongly do you either agree or disagree with the section in the policy entitled 'Monitoring, analysis and statutory requirements'?**

- 6 (14.0%) *Strongly agree*
- 22 (51.2%) *Agree*
- 8 (18.6%) *Neither agree nor disagree*
- 3 (7.0%) *Disagree*
- 4 (9.3%) *Strongly disagree*

*Please use this space to provide any further comments or to explain your response.*

5 (100.0%)

## ANNEX 1

### **4. How strongly do you either agree or disagree with the section in the policy entitled 'Conduct'?**

- 12 (27.9%) *Strongly agree*
- 16 (37.2%) *Agree*
- 7 (16.3%) *Neither agree nor disagree*
- 5 (11.6%) *Disagree*
- 3 (7.0%) *Strongly disagree*

*Please use this space to provide any further comments or to explain your response.*

6 (100.0%)

### **5. How strongly do you either agree or disagree with the section in the policy entitled 'Public Service Provision'?**

- 11 (25.6%) *Strongly agree*
- 16 (37.2%) *Agree*
- 10 (23.3%) *Neither agree nor disagree*
- 4 (9.3%) *Disagree*
- 2 (4.7%) *Strongly disagree*

*Please use this space to provide any further comments or to explain your response.*

5 (100.0%)

### **6. How strongly do you either agree or disagree with the section in the policy entitled 'Partners and Third Party Service Providers'?**

- 10 (23.8%) *Strongly agree*
- 18 (42.9%) *Agree*
- 7 (16.7%) *Neither agree nor disagree*
- 4 (9.5%) *Disagree*
- 3 (7.1%) *Strongly disagree*

*Please use this space to provide any further comments or to explain your response.*

4 (100.0%)

### **7. How strongly do you either agree or disagree with the section in the policy entitled 'Commissioning and Procurement'?**

- 13 (29.5%) *Strongly agree*
- 16 (36.4%) *Agree*
- 7 (15.9%) *Neither agree nor disagree*
- 3 (6.8%) *Disagree*
- 5 (11.4%) *Strongly disagree*

*Please use this space to provide any further comments or to explain your response.*

5 (100.0%)

### **8. How strongly do you either agree or disagree with the section in the policy entitled 'Recruitment and Employment'?**

- 13 (29.5%) *Strongly agree*
- 17 (38.6%) *Agree*
- 10 (22.7%) *Neither agree nor disagree*
- 2 (4.5%) *Disagree*
- 2 (4.5%) *Strongly disagree*

*Please use this space to provide any further comments or to explain your response.*

3 (100.0%)

## ANNEX 1

**9. How strongly do you either agree or disagree with the section in the policy entitled 'Corporate Responsibility'?**

- 9 (20.5%) *Strongly agree*
- 19 (43.2%) *Agree*
- 10 (22.7%) *Neither agree nor disagree*
- 4 (9.1%) *Disagree*
- 2 (4.5%) *Strongly disagree*

*Please use this space to provide any further comments or to explain your response.*

4 (100.0%)

**10. To ensure the policy is implemented, progress against the action plan will be reported annually. How strongly do you either agree or disagree with the proposed approach?**

- 5 (11.4%) *Strongly agree*
- 19 (43.2%) *Agree*
- 13 (29.5%) *Neither agree nor disagree*
- 2 (4.5%) *Disagree*
- 5 (11.4%) *Strongly disagree*

*Please use this space to provide any further comments or to explain your response.*

5 (100.0%)

**11. How strongly do you either agree or disagree with the council's Draft Equality Policy overall?**

- 11 (25.0%) *Strongly agree*
- 17 (38.6%) *Agree*
- 8 (18.2%) *Neither agree nor disagree*
- 0 (0.0%) *Disagree*
- 8 (18.2%) *Strongly disagree*

*Please use this space to provide any further comments or to explain your response.*

6 (100.0%)

**12. Please use this space to provide any further comments on the draft policy.**

9 (100.0%)

## **Part B: About you**

**13. Are you replying...**

- 32 (78.0%) *As an individual - please go to next question*
- 9 (22.0%) *On behalf of a group or organisation - please go to question 15*

**14. Are you..**

- 19 (54.3%) *An employee of Thanet District Council*
- 1 (2.9%) *A Thanet District Councillor*
- 2 (5.7%) *A user of the council's services*
- 9 (25.7%) *A Thanet resident*
- 2 (5.7%) *A member of the voluntary or community sector*
- 2 (5.7%) *Other\**

*If other, please state:*

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2 (100.0%)

### **15. Please state your gender:**

13 (37.1%) *Male*

22 (62.9%) *Female*

0 (0.0%) *Prefer not to state*

### **16. What is your ethnic group?**

28 White British (English/Welsh/Scottish/Northern Irish)  
(80.0%)

0 (0.0%) White Irish

1 (2.9%) White Gypsy or Traveller

0 (0.0%) White European - EEC

1 (2.9%) White other

0 (0.0%) White and black Caribbean

1 (2.9%) White and black African

0 (0.0%) White and Asian

0 (0.0%) Mixed other

0 (0.0%) Indian

0 (0.0%) Pakistani

2 (5.7%) Bangladeshi

1 (2.9%) Chinese

0 (0.0%) Asian other

1 (2.9%) Black African

0 (0.0%) Black Caribbean

0 (0.0%) Black British

0 (0.0%) Black other

0 (0.0%) Arab

*Other (please state)*

1 (100.0%)

### **17. Do you consider yourself to have a disability?**

8 (23.5%) *Yes*

25 (73.5%) *No*

1 (2.9%) *Prefer not to say*

### **18. What is your religion or belief?**

8 (23.5%) *No religion*

1 (2.9%) *Buddhist*

20 (58.8%) *Christian (all denominations)*

1 (2.9%) *Hindu*

1 (2.9%) *Jewish*

2 (5.9%) *Muslim*

0 (0.0%) *Sikh*

1 (2.9%) *Prefer not to say*

*Other (please state)*

0 (0.0%)

### **19. What is your usual place of residence?**

0 (0.0%) *Acol*

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- 5 (14.7%) *Birchington*
  - 5 (14.7%) *Broadstairs*
  - 4 (11.8%) *Cliftonville*
  - 2 (5.9%) *Cliffsend*
  - 9 (26.5%) *Margate*
  - 0 (0.0%) *Minster*
  - 0 (0.0%) *Monkton*
  - 6 (17.6%) *Ramsgate*
  - 0 (0.0%) *Sarre*
  - 3 (8.8%) *Outside Thanet\**
- \*If outside Thanet please state:*
- 2 (100.0%)

### **20. Please state your age group:**

- 0 (0.0%) *16-18 (please go to end of survey)*
- 0 (0.0%) *19-24 (please go to end of survey)*
- 10 (29.4%) *25-40 (please go to end of survey)*
- 14 (41.2%) *41-55 (please go to end of survey)*
- 6 (17.6%) *56-65 (please go to end of survey)*
- 4 (11.8%) *Over 65 (please go to end of survey)*

**Please complete this section if you are responding on behalf of a group or organisation.**

### **21. How would you describe your organisation?**

- 0 (0.0%) *Public body*
  - 7 (77.8%) *Voluntary or community sector organisation*
  - 1 (11.1%) *Contractor or provider of services to the council*
  - 0 (0.0%) *Business*
  - 1 (11.1%) *Other\**
- \*Other please state:*
- 1 (100.0%)

### **22. Does your organisation carry out work in relation to specific areas of equality or with specific equality groups?**

- 4 (44.4%) *Yes*
- 5 (55.6%) *No*

### **23. Please indicate which groups your organisation works in relation to below. (Please select all that apply).**

- 5 (62.5%) *All areas of equality*
- 2 (25.0%) *Age - older people*
- 3 (37.5%) *Age - younger people*
- 1 (12.5%) *Disability - mobility/sensory*
- 1 (12.5%) *Disability - learning disabilities*
- 1 (12.5%) *Disability - mental ill health*
- 0 (0.0%) *Disability other\**
- 1 (12.5%) *Gender*
- 0 (0.0%) *Gender re-assignment*
- 0 (0.0%) *Marriage and civil partnership*
- 0 (0.0%) *Pregnancy and maternity*
- 1 (12.5%) *Race*

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1 (12.5%) *Religion or belief, including non-belief*

1 (12.5%) *Sexual orientation*

0 (0.0%) *Other\**

*\*If other, please state:*

1 (100.0%)

**24. Please provide the following details for your group or organisation. Please note, this information will be kept in accordance with the Data Protection Act and will not be shared with any third parties.**

Group/organisation name	8 (100.0%)
Key contact name and role within organisation	8 (100.0%)
E-mail address	8 (100.0%)
Telephone number	8 (100.0%)
Postal address	8 (100.0%)

**Thank you for taking the time to participate in this survey**

**This consultation closes Tuesday 30 April 2013**