

Appendix 2

Feedback from Equality, Diversity and Inclusion Policy 2025-2028

Council response to comments with suggested amends to policy (if applicable)

Q1. The structure and content of the Equality, Diversity and Inclusion Policy and Action Plan is clear and understandable, including what the Policy i

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
1	2	3	0	0	6.0

Q2. In the Policy, the legislative context has been clearly explained (Section 2 and Appendix 1).

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
1	2	2	1	0	6

Comments:

Section 7. Warning over abbreviations EIA isn't an Equality Impact assessment that's an EqIA an EIA is a statutory instrument for assessing impact on the environment not a tool in the Equality Act.	There is no stipulation in legislation that EqIA is the correct abbreviation for an Equality Impact Assessment. Many other organisations use the same abbreviation, EIA. No proposed amends to policy.
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Q3. Do you agree that the Council has identified appropriate commitments to meet our equality responsibilities (Section 3)?

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
1	2	3	0	0	6

Comments:

I think it is unclear if ECDC class neurodivergence conditions as a disability or not. It is something that affects everyday life tasks and/or social interactions and is generally very hard for people to disclose from fear of being perceived as stupid or unemployable and often suffer in silence without the support they need. And have been victims of hate crimes because of their difference.	Whether neurodivergence (e.g. ADHD, dyslexia) is considered a disability depends on the individual and the circumstances. Some people with neurodivergence may have significant support needs that would meet the definition of a disability, whereas others may require minimal support to function in their daily lives. Individual cases will be assessed. The Council actively supports and encourages the reporting of hate crimes and has set up 6 reporting centres across the district.
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Q4. Statistical information relating to the Council's service users who share protected characteristics is clearly presented (Appendix 2).

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
1	2	3	0	0	6

Comments:

This was very interesting.	Noted
Council staff are service users have they been included?	Yes - the Council staff have been included in the workforce statistics (see Appendix 4)

Q5. The Council has clearly demonstrated the progress that has been made in promoting equality in the access to and delivery of its services (Section 4).

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total

Appendix 2

1	2	2	1	0	6
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Comments:

Men having higher paid jobs than women using the statistics show what is ECDC going to do to address the gender pay gap?	Full details on what the Council is doing to address the gender pay gap can be viewed in the Annual Equality monitoring report: East Cambridgeshire District Council Equality Monitoring Report 2023/24
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Q6. The profile of the Council's workforce is clearly presented (Appendix 4).

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
1	2	2	1	0	6

Comments:

Also very interesting! You may have more employees that have hidden disabilities that are too intimidated to come forward what other things may be under recorded? Or may not realise they are now covered under the equality act.	Noted A hidden disability is a physical, mental, or neurological condition that is not immediately obvious or visible, e.g mental health condition and reduced sight. They can range from mild challenges to severe limitations, and vary from person to person. Individual cases will be assessed. The council's policy is to ensure that no employee will receive less favourable treatment on the grounds of a disability.
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Q7. The Council's equality objectives (Section 6) are specific and measurable and appear to focus on the biggest equality challenges facing the Council.

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
1	2	3	0	0	6

Comments:

None

Q8. The Council's mechanisms for consulting on the revised Policy seem fair and appropriate (see 7.1).

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
1	2	3	0	0	6

Comments:

None

Q9. The procedures for carrying out equality impact assessments are effective and appropriate (Section 7.2).

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
1	2	2	1	0	6

Comments:

None

Q10. The Policy promotes equality and good relations.

Appendix 2

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
1	2	2	1	0	6

Please make any comments here. If you disagree or strongly disagree, what changes to the Policy would you suggest?
None

Q11. The priorities and actions that underpin the Council's new equality objectives (Appendix 5) are realistic and appropriate.

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
1	2	2	1	0	6

Please make comments here. If you disagree or strongly disagree, what changes to the Action Plan would you suggest?
None

Q12. Do you have any other comments about the Equality, Diversity & Inclusion Policy and Action Plan?

<p>The policy states that "Publishing, both online and in a print format, only accessible formats of documents and information in order to enable the assistive technology users and people with disabilities to access our services with ease." We are not fully complying with this.</p>	<p>Whilst that might be the case with some of the older documents on the Council's website, achieving a full accessible website is something that we are striving for and is an ongoing target in the action plan.</p>
<p>At 4.15, with regards to Hate Crime reporting centres, what are the guidelines for a reporting centre, e.g. must it be manned 7 days a week and so many hours per day, are mobility needs a consideration, need there be a space for a private discussion....? My intention is not to suggest a modification, but to promote the need.</p>	<p>One reporting centre does not have to commit to certain hours or days of the week, it is expected that when the shop/organisation premises/location is open they would also act as a HCRC. Yes disability needs should be considered.</p> <p>Hate Reporting Centres – overall requirements:</p> <ul style="list-style-type: none"> - Have an appropriate 'Safeguarding Policy'. - Identify a 'lead officer' (Hate Crime Ambassador or HCA) who will act as the main point of contact at the centre, representing at meetings as required, and maintaining a secure file of reports received at the centre. - Provide a drop-in service that can be accessed by victims and witnesses of hate incidents, ensuring that no individual is turned away unless there is a health and safety risk. - Provide a confidential area to speak with victims and take reports. - Ensure that all information is stored securely, in accordance with Data Protection requirements. - Where there is a significant risk of serious harm, information will be shared with Cambridgeshire Constabulary without consent. - Publicise the availability of HRCs at the centre to staff and service users, ensuring that leaflets and posters are prominently displayed in public areas.

Appendix 2

<p>Just reading through the equality and diversity policy we were sent through and there's a typo on page 25, bullet point 4 (on the holocaust) it reads: 'for exakple, gas chambers'</p>	<p>Policy amended</p>
<p>Also, just a thought: Page 25, bullet point 8 - might be worth clarifying that it is in fact Israel being spoken about and not Jews in general: 'applying double standards by requiring of it a behaviour not expected or demanded of any other democratic nation'. - I get that it is implicitly talking about Israel, but doesn't read as such.</p>	<p>Yes, is an example of antisemitism that specifically targets Israel. Wording amended in policy to: "Applying double standards to Israel by requiring of it a behaviour not expected or demanded of any other democratic nation"</p>