

# Southend on Sea Borough Council's Equality Objectives

Your say Southend

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Thinking about the protected characteristics, what do you think are the important issues for Southend on Sea Borough Council's workforce? Please list the below issues in order of priority (number 1 being the most important issue)

(Rank each option)

- Disability (and those who care for disabled people)
- Racial equality
- Sex (gender)
- Mental health support
- Social Mobility
- Supporting working parents and carers
- Empowering staff forums
- Sexual orientation
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Religion or belief
- Looked after children

What have we missed from the list above?

Thinking about the protected characteristics, what do you think are the important issues for accessing services in Southend? Please list the below issues in order of priority (number 1 being the most important issue)

(Rank each option)

- Working with people from the groups of protected characteristics to design and co-produce services
- Digital accessibility
- Physical accessibility
- Translated services
- Support with Special Educational Needs
- Reasonable adjustments for pregnancy and maternity
- Reasonable adjustments for religion or belief
- Reasonable adjustments for gender reassignment
- Reasonable adjustments for race
- Reasonable adjustments for sexual orientation
- Reasonable adjustments for looked after children
- Reasonable adjustments for age

What have we missed from the list above?

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Thinking about the protected characteristics, what do you think are the important issues for a cohesive community in Southend? Please list the below issues in order of priority (number 1 being the most important issue)

(Rank each option)

- Celebrating diversity (e.g. Black History Month, Pride, Holocaust Memorial Day)
- Hate Crime support
- Youth support services & activities
- Older people in the community activity and awareness raising
- Addressing COVID-19 inequalities
- Faith and religion cohesion activity and awareness raising
- LGBTIQ+ support activity and awareness raising
- Initiatives that oppose violence against women and girls
- Racial equality community activities and awareness raising
- Equality, diversity & inclusion education for children
- Disability and carers support activity and awareness raising
- Pregnancy and maternity activity and awareness raising
- Looked after children activity and awareness raising

What have we missed from the list above?

The Council works with many partners to deliver services and improve outcomes for residents, business and visitors. How can the Council generate better equality, diversity and inclusion outcomes, through its work with partners?

What else would you like to tell us?

Are you a Southend on Sea Borough Council employee?

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(Choose any one option) (Required)

- Yes  
 No

### About You?

These questions will help us check we have reached a representative section of society and help us identify inequalities. The information you provide is kept anonymous and will not be used to identify any individual.

#### Year of Birth

#### Gender

(Choose any one option)

- Male  
 Female  
 Prefer to self describe  
 Prefer not to say

Answer this question only if you have chosen Prefer to self describe for Gender

#### Please describe

#### What is your sexual orientation?

(Choose any one option)

- Bisexual  
 Gay/Lesbian  
 Heterosexual/Straight  
 Other  
 Prefer not to say

#### What is your ethnic group?

(Choose any one option)

- White: English / Welsh / Scottish / Northern Irish / British  
 White: Irish  
 White: Eastern European  
 Gypsy or Irish Traveller  
 White: any other background  
 Mixed / multiple ethnic background: White and Black Caribbean  
 Mixed / multiple ethnic background: White and Black African  
 Mixed / multiple ethnic background: White and Asian  
 Any other mixed / multiple ethnic background  
 Asian / Asian British: Indian  
 Asian/Asian British: Pakistani  
 Asian/Asian British: Bangladeshi  
 Asian/Asian British: Chinese  
 Any other Asian background  
 Black British  
 Black: African  
 Black: Caribbean  
 Any other Black / African / Caribbean background

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- Arab
- Any other ethnic group
- Prefer not to say

Do you consider yourself disabled or have a long-standing illness? Long-standing means anything that has troubled you over a period of time or that is likely to affect you over a period of time

(Choose any one option)

- No
- Yes, affecting mobility
- Yes, affecting hearing
- Yes, affecting vision
- Yes, a learning disability
- Yes, mental ill-health
- Yes, another form of disability
- Yes, affecting multiple areas
- Prefer not to say

Do you have caring responsibilities? A carer is anyone who cares, paid or unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without their support.

(Choose any one option)

- Yes
- No

What is your religion or belief?

(Choose any one option)

- Atheist
- Baha'i
- Buddhist
- Christian (including Church of England, Protestant, Catholic and other Christian denominations)
- Hindu
- Humanist
- Jewish
- Muslim
- Pagan
- Sikh
- No religion or belief
- Other/self describe

Are you currently pregnant or have you been pregnant in the last year?

(Choose any one option)

- Yes
- No
- Prefer not to say

What is your legal marital status or same-sex civil partnership status?

(Choose any one option)

- Single
- Divorced/Dissolved/Separated
- Married/Civil Partnership
- Widowed
- Prefer Not to Say