

A background image showing two hands, one from a darker-skinned person and one from a lighter-skinned person, both making peace signs (V-signs) against a blurred green background of foliage.

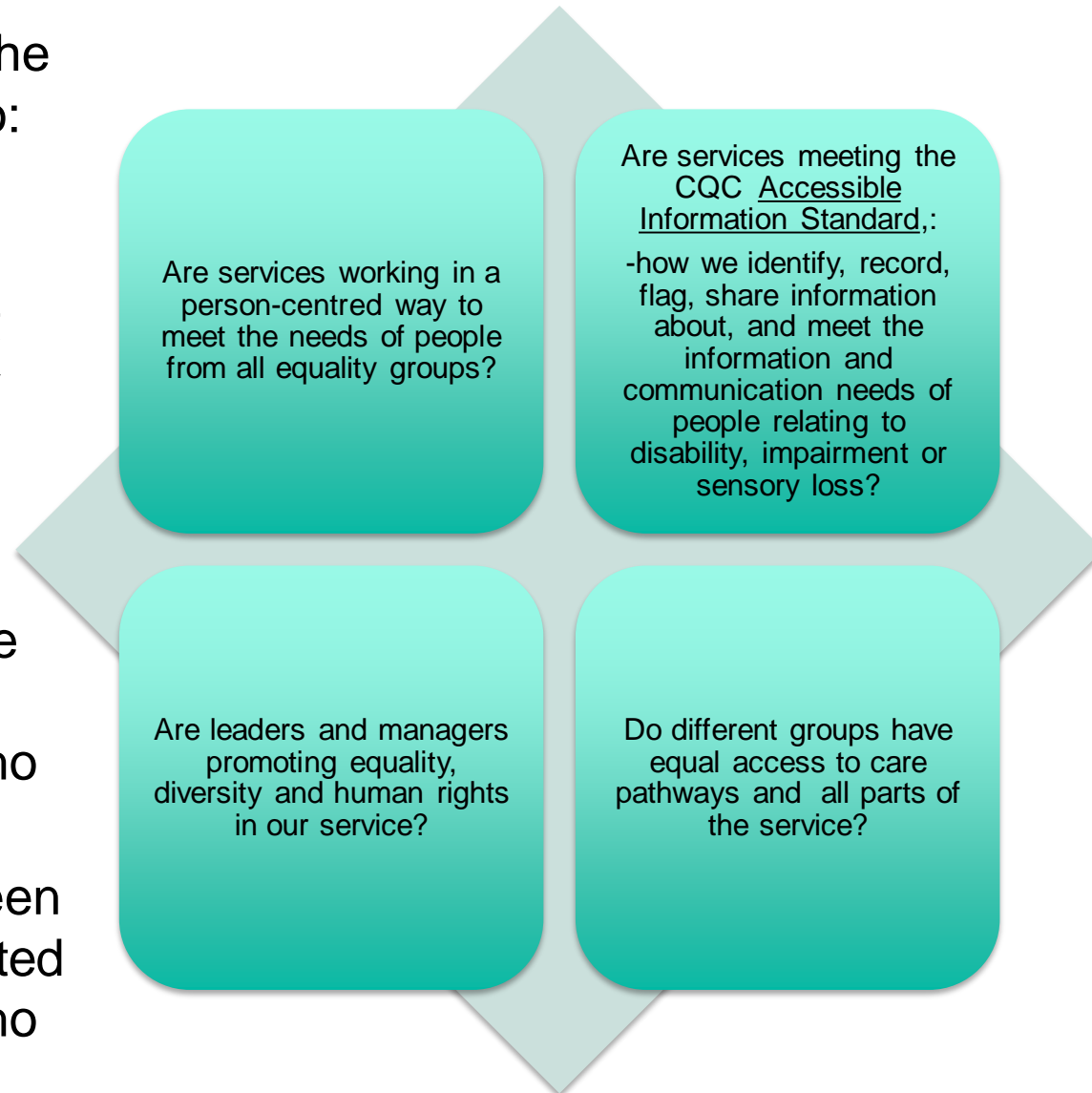
# Quest for Racial Equity

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# Why is it important ?

Demonstrate 'due regard' to the Public Sector Equality Duty to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act (2010)
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.



# The Equality Framework

To review and improve our performance for people with characteristics protected by the Equality Act 2010.

To meet our obligations under the Equality Act 2010 including the Public Sector Equality Duties (PSED)

Understanding  
and Working  
with our  
Communities

Leadership  
and  
Organisational  
Commitment

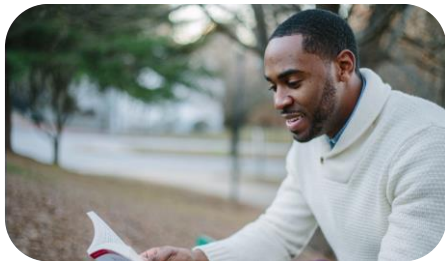
Responsive  
Services and  
Customer Care

A Diverse and  
Engaged  
Workforce

**Diverse and Engaged.** Inclusive strategies and policies

**Treated fairly.** Learning and Development, Health and wellbeing

# Current work



**Progression**



**Recruitment  
& Retention**



**Health, Safety &  
Wellbeing**



**Language &  
Culture**

**Diverse Interview  
Panels**

**Understanding  
allyship**

**Reverse Mentoring  
Programme**

**Platform to share**

**Direct Contact**

**Inclusion &  
Diversity  
Statement**

# Health Safety & Wellbeing

Zero tolerance to racism



Dignity and respect



We are committed to ensuring you are treated with dignity and respect by our staff and those providing your care and support. We will not tolerate any form of abuse towards our staff or the people providing your care and support. We will investigate all incidents of abuse reported by our staff and appropriate action will be taken. In some cases we may treat the abuse as an indirect refusal of care by you as we cannot put staff in a position where they could be subjected to abuse.



# We are against ...



## **Bias**

Being passed up for promotions or being told your work isn't good enough

## **Microaggressions**

Small instances of indirect, subtle or even unintended incidents of racism

## **Racist abuse**

Direct and indirect  
Slurs, insults, and verbal violence

# We are for...



**Be an ally**



**Speak up**



**Have courageous  
conversations**



Our ECC intranet portal will upload the incident into the MySafety System  
[https://intranet.essex.gov.uk/Pages/How\\_do\\_I\\_report\\_an\\_accident\\_at\\_work.aspx](https://intranet.essex.gov.uk/Pages/How_do_I_report_an_accident_at_work.aspx)

Two hands, one dark-skinned and one light-skinned, are raised in the center of the frame, both making peace signs (V-signs). The background is a blurred green, suggesting foliage.

# Questions?

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Essex County Council