



Councillor Louise Pepper – Portfolio Holder for Environment and Green Issues; Equalities

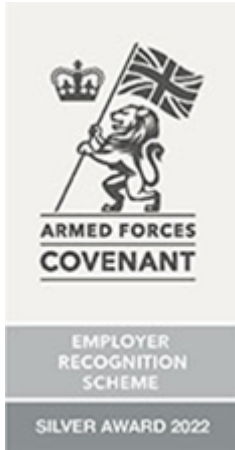
Report to Full Council: 6 December 2022

Equalities Update

- Uttlesford District Council Menopause Policy was adopted October 2022
<https://intranet.uttlesford.gov.uk/article/8095/Menopause-Policy>
- 15 members of staff have signed up to Menopause Mentors Accreditation, an on-line ambassador programme delivered by Over the Bloody Moon, on completion officers will be awarded with a CPD Accreditation. The introduction of a staff network to support people transitioning through the menopause will be launched once officers have completed their training.
- Community Listening Events – A meeting was held on 9th November 2022 with local secondary schools LGBTQ+ Inclusion leads and students to establish any mileage in holding an event to raise awareness around LGBTQ+ Inclusion. The students' groups and leads have been asked to consider the following questions.
 - Your involvement: Would you like to be part of an event (as a speaker or presenter) which brought students from across Uttlesford together to discuss LGBTQ+ Inclusion and what it means for you here in Uttlesford.
 - Your ideas: Do you feel it would be better to have this event in person or virtually, or even just a recorded conversation? Do you think adults (such as parents/guardians, plus school staff or youth organisation staff) should be part of the conversation?
 - Your perspective: Do you have things you want to see changed in Uttlesford? Are there any things you wish people in the community were more aware of?
- We are looking to host a listening event for new parents in Uttlesford to build awareness and understanding of the issues affecting those who are pregnant or recently gave birth. We are aware there has not been anything like this done before in Uttlesford, so will be looking to partners who would be up for supporting us through either taking part in the event (format tbc) as a speaker and listener, providing us with any relevant data that can help inform the event, and connect us with our audience for this event.
- EqHIA – Equality Health Impact Assessment workshops are to be delivered to senior officers in the New Year, this will enable them to become critical friends to colleagues completing the EqHIA alongside any new or changes to UDC activity, a policy, strategy, procedure, project, new or change in service, initiative or other.
Session aims:
 - To have an understanding of the Equality Act 2010 and the Public Sector Equality Duty
 - To understand better which groups are protected from discrimination and what types of behaviour are unlawful
 - To develop an awareness of Equality Analysis as a tool for promoting equality, tackling discrimination and fostering good relations
 - To have a better understanding of the different issues and stages of the Equality Analysis process
 - To develop some practical skills in how to use Equality Analysis within the organisation

The following has been shared with Cllr Rod Jones UDC Armed Forces Champion, but you may also want to include it within your update as equalities portfolio lead.

- UDC successfully achieved ERS Silver Award in July 2022 – follow link for more information via our website <https://www.uttlesford.gov.uk/article/7786/Defence-employer-recognition-scheme> The CEO along with District Council Armed Forces Champion will attend a Ministry of Defence Silver Awards Presentation this month at Madingley Hall, Cambridge



- The new Armed Forces Covenant Duty will come into force on 22 November 2022. From this date, the public bodies affected will be legally obliged to have due regard to the principles of the Armed Forces Covenant when exercising specific functions. More information about this Duty is provided in the [Statutory Guidance](#)

**Thank you
Cllr Pepper**



One planet one race