

Public Sector Equality Duty Report, July 2025

The general duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

1. eliminate unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the act
2. advance equality of opportunity between people who share and people who do not share a relevant protected characteristic
3. foster good relations between people who share and people who do not share a relevant protected characteristic

Theme	Actions	1	2	3
Equality Objectives	<ul style="list-style-type: none"> • Published in 2022. See website • Reviewed Equality, Fairness & Inclusion Policy. See website • Deploying data from the census into Equality & Fairness Analysis, highlighting over-representation of particular groups in order to monitor impacts. • Ongoing support for residents through the cost-of-living crisis: <ul style="list-style-type: none"> ○ Specific grants for advice service, food banks, youth services ○ Collaborative partner in ‘Feeling the Pinch’ project. ○ Member of Lewes District & Eastbourne Food Partnership. ○ Ongoing dedicated resources (including benefits and Welcome Spaces directory) . See website 	√	√	√
Decision Making	<ul style="list-style-type: none"> • Report templates include an <i>Implications for Equality</i> section, the content of which will be signed off by the Equality Officer. • Rigorous Equality & Fairness Analyses processes. • Guidance & support for officers and decision makers. 	√	√	√
Training	<ul style="list-style-type: none"> • Councillor Induction training on EDI. • Mandatory EDI induction for new staff. • Trauma-informed approaches to supporting vulnerable people. 	√	√	√

	<ul style="list-style-type: none"> • Safeguarding (focus on vulnerable people with complex needs). • Women: ♀ De-mystifying Menopause ♀ MysogyNOIR • Neurodiversity in the workplace. • Hourglass elder domestic abuse. 			
Campaigns & Promotion	<ul style="list-style-type: none"> • Annual 'calendar of significant events' comms • LGBT+ resource page • Accessible viewing area for People with Profound & Multiple Learning Disabilities (PMLD) created at Eastbourne Airshow. 		√	√
Women's Equality	<ul style="list-style-type: none"> • Gender Pay Gap Report • Domestic Abuse Housing Alliance Accreditation • Cllr T-C VAWG work • Councillor women & girls champion initiative to combat Violence Against Women & Girls (VAWG). 	√	√	√
Funding	<p>Grants toward supporting:</p> <ul style="list-style-type: none"> • Youth engagement activities • Children with disabilities & long-term health conditions • Residents who are Deaf/ hearing impaired • Residents experiencing sight loss/ sight impairment • Cultural & ethnic engagement • Accessibility & disability engagement 	√	√	√
Engagement	<ul style="list-style-type: none"> • Cultural Involvement Group • Disability rights and equity • Equality Stakeholder Group 	√	√	√
Socio-economic inequality	<p>Grants & support for:</p> <ul style="list-style-type: none"> • Community Navigators • Specialist Advice Services • Food Banks & Food initiatives • Residents facing Digital Exclusion <p>Facilitation/ Membership of</p>		√	

	<ul style="list-style-type: none"> • Cost of Living Partners Action Group • Food Partnerships • Multi-Agency Financial Inclusion Group 			
Community Safety	<ul style="list-style-type: none"> • Tackling incidents of Hate Crime. • VAWG initiatives (including DAHA Accreditation). • New Anti-Social Behaviour & Hate Crime Policy. • PREVENT • Funding (e.g youth engagement). 	√		