

# EQUALITIES: PLAN ON A PAGE 2015-2019

## Our Vision

**Growing a strong and vibrant Broadland with more jobs, more homes and more opportunities for all.**

## **Our Equalities Objectives: 2015-2019**

**Support the vision for Broadland District Council and ensuring that equalities are embedded in part of the 'day to day' work at Broadland.**

**Work in partnership with other organisations to ensure that equalities are at the forefront of our decision making and service provision.**

**Remain people focused through our values. Customers, staff, members and partners are treated fairly and respectfully.**

**Promote and share our equalities work and demonstrate how this benefits the district in relation to our ambitions. Encourage and respond to feedback.**

## **2018-19 Actions**

### **What we are doing**

#### Health in all Policies

1. Work in partnership to better understand mental health issues for children and young people
2. Continue work to become a Dementia Friendly Organisation including, in our role with the Dementia Action Alliance (DAA)

#### Equalities within the Community

3. Support the CREB and the CREN with the introduction of the Multi-agency Hate Crime reporting protocol.
4. Connect with religious and faith groups
5. Support Norwich Pride in July and Black History Month in October 2018

#### Our Equalities

6. Draft, agree and implement a refreshed and simplified Equalities Impact Assessment including *Health* as a characteristic for consideration as per a HiaP approach in addition to *Rurality and Low Income* characteristics
7. Maintaining the workstreams initiated by Head of Finance and Revenues as part of Women in Leadership course

## **Community at the Heart of everything we do**

The strategy is focused on bringing more collaborative, whole Council approach to communications and coordinated way to deliver key messages, calls to actions and better engagement with the people who live and work in Broadland.

#### **Collaborative approach**

- Improved Council coordination of attendance at community events
- A more structured approach to communicating the Council's role in delivering partnership activities
- Creation of the Community at Heart Awards
- The Council being more campaign focused
- Improved digital engagement

#### **Strategic approach**

- To adopt an approach to getting more closely involved with our communities, building productive relationships and raising awareness of key initiatives
- To support growth and prosperity of our communities
- To develop a shared ownership between officers and Members in engaging with residents

#### **In action**

- To learn the views residents have of the Council and its services
- To promote Council services to gain more recognition internally and externally
- To create a Programme of Activity to deliver messages externally and working closely with departments
- To develop a suite of resource materials to assist staff and Members

## **Monitoring Equality and Progress**

#### **Equality Impact Assessments (EIAs)**

- Process designed to demonstrate that the impacts of a new policy on those who may experience inequality has been identified and considered and mitigated if necessary
- This includes income inequality and rurality in addition to the Equality Act defined characteristics.
- Organisations can be challenged on their EIA.

#### **The Corporate Equalities Group**

- Approves and monitors annual actions in line with agreed objectives.
- Offers assistance to staff when completing EIAs.
- Monitors Equalities issues on a district, county and national basis
- Contributes to PSED Annual Report

#### **PSED Annual report**

- Provides an indication of how the Council is performing against the actions set out in the previous year
- Highlights examples of good practice in achieving the duty.
- Is presented to Overview and Scrutiny Committee

#### **Overview and Scrutiny Committee**

- To advise the Cabinet and Council on its policies, budget and service delivery
- Monitor the performance and decisions of the Cabinet and Council
- Monitor the performance of Council services and those delivered by partners

#### **Cabinet**

- Each cabinet member looks after different area of responsibility within the Council
- Members make decisions on how our policies and services are delivered within those areas

## **The Public Sector Equality Duty (PSED)**

**Section 149 of the Equality Act 2010**

#### **We have a duty to: Eliminate Unlawful Discrimination**

Including harassment, victimisation and any other conduct prohibited by the Act.

The protected characteristics are: age; disability, gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief, sex and sexual orientation.

#### **We have a duty to: Advance Equality of Opportunity**

- Remove or minimise disadvantages suffered by people due to their protected characteristics
- Meet the needs of people with protected characteristics
- Encourage people with protected characteristics to participate in public life or in other activities where their participation is low

#### **We have a duty to: Foster Good Relations**

- Tackling prejudice
- Promoting understanding between people who share protected characteristics and others
- Identifying equality objectives and actions the Council aims to deliver