


# Embedding equality in our council

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a new approach to ensuring equality of opportunity for all

- new equalities steering group
- clarifying our legal obligations
- reviewing working practices, including impact assessments
- refreshing our Equality Policy
- developing a new action plan
- embedding equality into everything we do



**new equalities steering group**

- one new group following re-integration of housing services
- made up of senior managers and executive Member
- taking a strategic steer, cascading down through all teams
- training to bring everyone up to speed on council's duties
- meets every six weeks to keep things current
- monitors progress against the action plan



**clarifying our legal obligations**

Equality Act 2010

- positive action to prevent discrimination and promote good relations
- introduces 'equality duty' for all providers of goods and services
- general duty – considering how our policies and services impact on our customers
- specific duty – public authorities must publish a scheme, setting out how we comply with the general duty
- equality objectives set out within an equalities scheme
- duty to consult on our equalities scheme



reviewing working practices, including impact assessments

across all council teams



contractors

a new approach to Equality Impact Assessments

simple clear reported monitored acted upon fairness

linking our approach to other strategies

with support from external facilitator and internal audit



refreshing our equality policy



ensuring legal compliance

setting out our objectives

linking to key areas of work within the council

supported by equality scheme (action plans)

will be published





developing our single equalities scheme (our specific duty under the Act)

an action plan, based on five new objectives

1. Leading by example, promoting equality of opportunity and fairness
2. Valuing and understanding our diversity
3. Delivering fair and accessible services
4. Equality in the workplace
5. Encouraging the involvement of everyone

we are required by law to consult with customers on this



embedding equality in everything we do

sharing our message through internal and external publications and online

structured training/briefings

embedding into team meetings, job descriptions and one to one meetings

use of EqIAs every time a service/policy is reviewed or created

links to Customer Services and Workforce Development strategies

