

Equalities Objectives and Action Plan 2021-24

Action No	Action	Why are we doing it	Lead Officer	Deadline	Update July 2021
Understanding and Working with our communities					
1	Collect and publish relevant, proportionate and appropriate information in the Community Data Profile.	Provide information about communities needs to help identify priorities for the local area	Corporate Performance Manager	Apr-21	Latest profile was published on GBC website in April 2021
2	Review the information council systems capture in relation to users to enable better understanding of who is / is not accessing service. Identify gaps in service access and understand the reasons for this; with a specific view on whether underrepresentation is as a result of a policy/service condition creating barriers.	To ensure the council provides services fairly across all community groups. Due consideration needs to be given to GDPR and ensure that only appropriate information is collected	Town Centre and Cultural Services Manager to develop with input from WMT	Ongoing	Ongoing piece of work. Working with departments to review systems and information being held.
3	Effective engagement to ensure the views of a wide cross-section of people who live and work in the area are obtained.	To build positive community relations by enabling and supporting the community to influence local decisions. Align with the Community Engagement Action Plan	Community Involvement Officer	Ongoing	Community leaders and contacts have been in regular contact throughout the pandemic. Network in development along with a comprehensive data base.
4	Support participation from under-represented groups in public life developing appropriate systems where gaps exist	To build positive community relations, making effective, supported decisions. Align with the Community Engagement Action Plan	Community Involvement Officer	Ongoing	Recent consultations including Census, covid vaccination has identified wards where participation has been lower than in other areas so possible areas for focus. Networks and contacts are being developed as part of the community engagement action plan.
Leadership and Organisational Commitment					
5	Political and Executive leadership are committed to reducing inequality: - appointment of a Member Champion; - amendment to Article 13 of Constitution to reflect a commitment within executive decision making.	To ensure a strong vision and commitment to equality. To ensure Member involvement is at the heart of the Equalities agenda	Management Team / Cabinet	May-21	Member Champion was identified at Annual Council (Council Leader). Both Leader and Chief Executive are both committed.

6	Set and publish equality objectives for the council to be reviewed annually	To meet out duty under the Equalities Act. To build positive community relations by enabling the council to evidence it has made a positive difference to the community	Community Involvement Officer	Apr-21	The new Equalities Objectives are now published on the council website. https://www.gravesham.gov.uk/home/about-the-council/policies-strategies-open-data/transparency-and-open-data/equality-and-diversity/equality2/overview
7	Ensure a robust Equality Impact Assessment (EIA) process is undertaken to ensure all executive decisions are accompanied by an EIA.	To ensure EIAs are integrated into planning and decision making. To enable the Council to demonstrate that equality outcomes are being delivered as a result of effective equality analysis and impact assessments	Management Team and Wider Management Team	Jun-21	Officers are requesting guidance on completing EIAs. Part of awareness raising amongst managers. Action plan in place and is now updated on a regular basis. Current progress to be reported to MT and Cttee in Aug/Sep
8	To present an annual report to Management and Committee for performance monitoring and scrutiny purposes	To review, evidence and challenge progress and delivery of equality objectives	Community Involvement Officer	Apr-22	
Responsive Services and Customer Care					
9	To ensure equality objectives are integrated into: - service business plans; - corporate project framework; and - corporate partnership framework	The council can demonstrate that improvements and equality outcomes are being considered and delivered across the organisation.	Management Team and WMT	2021/22	Corporate partnership framework was recently updated and included. Service business planning to commence shortly.
10	Work with managers to develop and use systems to:- sort data by equality groups; - consult service users about service delivery to identify who is not accessing services; - categorise any complaints relating to discrimination;	To increase satisfaction with services amongst all users including those with protected characteristics	WMT	Ongoing. Align to action 2	Discussions needed with managers and identify an initial pilot aligned to action 2.
Diverse and engaged Council					
11	Collate and analyse workforce data to understand the workforce profile, including Members and reflectiveness of the local community and labour market.	To enable the Council to have a clear understanding of the make-up of the workforce and Elected Councillors and can demonstrate movement to greater diversity	Management Team, Human Resources & Committee Services	Initial milestone of June 2021	To be discussed with HR and cttee services to develop.
12	Ensure strategies and policies are inclusive and progressively address identified equality issues in areas such as training, recruitment and working practices for all staff and Members	To ensure Policies and strategies make a proven difference to the equality agenda for staff and Members	Human Resources	Sep-21	Update on progress and future work to be discussed with HR.

13	The council assesses what equality related training is required, provides a range of accessible learning and development opportunities that support Councillors and officers in achieving equality objectives and outcomes. Link to the liP action plan	Services are provided by knowledgeable and well-trained staff.	Human Resources	Sep-21	Update on progress and future work to be discussed with HR.
14	To work to build a positive health and wellbeing culture throughout the council - Inclusive mechanisms in place to engage and involve all staff and Members; - support for mental health issues in the workplace;	High satisfaction outcomes levels with the working environment across all staff groups included those with protected characteristics	Human Resources	May-21	Increasing and evolving programme of support in place with a range of resources available on line under Care First. A week long programme of activities and support were delivered as part of Mental Health Awareness Week.
15	Support the Investors in People work plan ensuring that equalities is embedded throughout the liP Action Plan.	High satisfaction levels from all staff including those with protected characteristics	Human Resources and the liP officer working group	Apr-21	liP action plan currently being updated ahead of assessment.