

# Corporate Plan: 2012

## 4.4 Fairness for all

As a Council we are committed to fulfilling our statutory obligations and promoting fairness for all in terms of the people we serve, our workforce, the partners we work with and the services we commission and deliver. We aim to be a borough which values the diversity of all its communities and enables all its residents to become full and active citizens, to feel safe, included, respected, valued and share a sense of belonging.

Since 2002 we have progressively put in place processes and action plans to implement public sector duties to promote equality. We have used the Equality Standard for Local Government to help us implement an Equality performance management framework, to help develop, mainstream and evaluate this work. We will build upon this and further consolidate with a view to addressing identified gaps through annual action plan objectives. We will annually report back our progress on these and outcomes achieved for local communities.

We will work with commissioning and procurement processes to ensure needs of protected groups are adequately captured and reflected in service specifications and contracts in all areas assessed as relevant to the public sector equality duty. The prime aim is to make a difference for all sections of our communities in our role as community leader, provider and commissioner of services and employer.

We are committed to:

- Eliminating discrimination, harassment and victimisation in all Council business and work, this includes the functions we undertake, the services we commission and deliver and the workforce we employ.
- Reducing disadvantage experienced by protected groups in accessing our services
- Meeting diverse needs appropriately of all those who need to use our services and ensuring inclusive services
- Consultation and engagement with protected groups and organisations which represent protected groups, in order to find out about diverse needs and improving equal access
- Meeting the needs of disabled people, especially where different from the needs of non-disabled people
- Achieving a workforce which is representative of the communities we serve
- Fostering good relations and respect between all sections of our communities and workforce.

To achieve this, we will:

- Take steps to reduce incidents of harassment and discrimination both within the Council and with local communities.
- Improve perceptions of fairness, equality and respect among staff from protected groups, in particular disabled employees.
- Ensure equality and impact needs analysis is undertaken as part of the commissioning process across all services and functions assessed as relevant to the duty to promote equality
- Work with community groups, equality partnerships and forums to improve consultation and engagement feedback from protected groups.

- Raise the profile of older people, utilise their talents and ensure they are involved in the planning and quality assuring of services.
- Reduce attainment gaps at all key stages to enable all pupils to make good progress throughout their time in education, with a particular focus on improving outcomes for pupils from vulnerable groups.
- Increase and widen participation in cultural activities by targeting provision and support at low participant groups and neighbourhoods
- Improve accessibility of Council owned public buildings and built environment areas through consultation at an early stage

We will measure progress through:

- Satisfaction surveys with staff and local communities on how we and our partners respond to complaints/incidents of harassment and discrimination over a period of time.
- Annual publication of equality information and analysis used and outcomes achieved, including service user profiles, workforce monitoring analysis reports and bi-annual staff surveys.
- Measures of outcome for different groups e.g. education outcomes, crime and safety figures, health outcomes, employment and income indicators.
- Outcomes of projects and programmes designed to reduce inequality
- Evidence of use of equality information in assessments that accompany our major decisions.