

Strategic Equality Plan and Equality Objectives



Legislation

- Equality Act 2010
 - Public Sector Duty
 - Protected Characteristics:
 - Age
 - Disability
 - Gender Reassignment
 - Sex
 - Marriage and civil partnership
(but only in respect of the need to eliminate discrimination)
 - Race
 - Sexual orientation
 - Religion and belief
 - Pregnancy and maternity

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
 - Specific duties to help carry out the public sector duty including(amongst others):
 - Setting Equality Objectives
 - Producing a Strategic Equality Plan
 - Undertaking Equality Impact Assessments
 - Reporting arrangements

Equality Objectives

- 8 Equality Objectives
- Gender Pay Objective (imposed by legislation):
 - To further develop pay/employment data to better understand the reasons for the gender pay gap and to identify any actions which may be feasible to close the pay gap.

Objective 1

Address **harassment discrimination and other threats to personal safety** experienced by people due to their protected characteristics

- Hate Crime
- Domestic Abuse

Objective 2

Improve **access to information** by meeting the needs of people from protected groups where these are different from the needs of other people

- Website content
- Accessibility of information/ documentation

Objective 3

Improve **access to services** by meeting the needs of people from protected groups where these are different from the needs of other people

- Improve access to the provision of Social Services

Objective 4

Monitor **information and data** effectively in order to identify disadvantages experienced by people due to their protected characteristics

- Develop robust monitoring systems within services

Objective 5

Deliver **staff training** in line with the Equality Act requirements

- Review staff training in line with the Equality Act Requirements

Objective 6

Improve **access to the environment** by meeting the needs of people from protected groups where these are different from the needs of other people

- Improve physical accessibility to and within civic offices and other council owned buildings
- Appropriate positioning of street furniture, signs, lighting columns, etc.
- Design and delivery of regeneration projects

Objective 7

Reduce gaps in the **educational performance** experienced by pupils due to their protected characteristics

- To raise levels of attendance of pupils with the protected characteristics at school
- To reduce the gaps in educational performance attainment between boys and girls at Key Stages (KS) 1, 2 & 3

Objective 8

Ensure our employment and recruitment processes promote fairness and equality for all.

Implementation

- Responsible officers – members of the Heads of Service Equality and Community Cohesion Group
- Lead officers – within service areas to ensure actions progressed
- Elected Member Equality Champions – to consider objectives in depth