

Strategic Equality Plan 2020-2024 - Draft Equality Objectives and Actions

To reduce inequality and tackle the causes of inequality

Objective: Education – to ensure children and young people are the best they can be

Actions

Attainment

- We will work with schools to reduce inequality in attainment across Foundation Phase and all Key Stages amongst specific groups of pupils and help support them to fulfil their potential
- We will target support to families in need to reduce the potential for children to have an adverse childhood experience

Non-Attendance and Exclusions

- We will work with pupils, parents/carers and schools to reduce the number of instances of non-attendance and exclusions in all our schools
- We will work with parents/carers of pre-school children to ensure that they are prepared for school

Bullying

- We will collect data from schools and support schools to address bullying and harassment in all its forms and work with them to address trends/issues
- We will work with schools to support pupils who are victims of bullying and work with perpetrators of bullying
- We will work with schools to identify and address the reasons for bullying

Objective: Health and Wellbeing – to promote wellbeing and good mental health and tackle mental health stigma and discrimination

Actions

Adults

- As an employer we will raise awareness of mental health
- As an employer we will update and implement policies to address mental health in the workplace
- We will provide information to employees about mental health and signpost to support services
- We will contribute to the Public Services Board's work to reduce suicide rates in the county borough

Children/Young People

- We will redesign our systems relating to Emotional, Mental Health Wellbeing support to provide a simpler integrated access to services

Objective: Personal Safety – to ensure people and communities are safe, respected and free from violence and abuse

Actions

Domestic Abuse

- We will increase the reports of Violence Against Women, Domestic Abuse and Sexual Violence in Neath Port Talbot, through awareness raising and challenging attitudes
- We will increase awareness in children and young people of the importance of safe, equal and healthy relationships and that abusive behaviour is always wrong
- Provide all victims with equal access to appropriately resourced, high quality, needs led, strength based, gender responsive services across Neath Port Talbot

Hate Crime

- We will work with members of local equality groups, partners and our communities to encourage the reporting of hate incidents/crime and ensure people get support which is fit for purpose
- We will support the use of the BME Community Association Access Card (to help breakdown language barriers when accessing service)
- We will support the BME Community Association to build on the work already undertaken in the Community Profiling exercise as well as to extend its scope
- We will work with partners to consider the feedback from the Community Cohesion Survey

Objective: Employment – to ensure our workforce is more reflective of our community, our policies are fair and equitable and gender pay gaps are reduced

Actions

Diversity

- We will ensure a fair and transparent recruitment and selection process that encourages a wider talent pool and facilitates a more equal gender balance
- We will promote, facilitate analyse and monitor flexibility in the workplace at all levels, to enable women to progress and to ensure compatibility with a multi-generational workforce
- We will collect and monitor data in more depth related to flexible working
- We will scrutinise the Shared Parental Leave uptake to monitor gender balance and encourage uptake across genders

Policies

- We will implement the Fair Play Employer Scheme Gender Diversity Action Plan
- We will address the gender pay gap within the Council by implementing the Fair Play Employers Action Plan

Objective: Participation – to ensure services are accessible for all and people and communities are able to better influence decisions that affect them

Actions

Access to services

- We will continuously review and update our website to improve its accessibility
- We will work to address the barriers people and organisations face to participate on-line
- We will work to identify the opportunities across the County Borough for citizens to improve their digital skills and understanding
- We will work through the Community Safety Partnership and the Safeguarding Board to prevent Cybercrime and protect people against exploitation
- We will improve physical access to the committee facilities in both Neath and Port Talbot Civic Centres

Social and Community Cohesion

- We will support local groups, including the BME Community Association, to develop community activities and events
- We will develop our links with our faith communities
- We will provide information and a signposting service for those who wish to learn English and/or Welsh
- We will develop/strengthen policies to respond to an aging population and support the formation of a new group to address this
- We will work the members of the Trans community to help raise awareness
- We will develop a rights based approach to our work, with a focus on children's rights working with Youth Mayor, Youth Council amongst others

- We will establish engagement mechanisms, for example a new Citizens' Panel, and use responses to ensure that the Council's policy making and service development is informed by what matters to people

Objective: Living standards – to work to reduce poverty and support independent living

Actions

Poverty

- We will develop an anti-poverty strategy
- We will embrace the new socio economic duty

Independent living

- We will support the Regional Partnership Board to develop and continue to provide a sustainable range of services that meet demand, enabling individuals to remain at home maintaining their independence for as long as possible receiving appropriate support at times of need
- We will continue to help people to learn and interact with others so they can be part of their communities
- We will help support people to live as independent a life as possible

Transport

- We will support community transport initiatives
- We will lead the regional transport work with the Swansea Bay City Deal