# Equality Objectives and Actions 2019-2023

1. **Ensure that Broadland and South Norfolk Councils continue to provide accessible and inclusive services for all our customers:**

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| 1. | Support the Social Mobility/Inclusive Growth workstreams at a council and county-wide level to facilitate and enable aspiration and opportunity |
| 2. | Utilising the toolkits published by the Equalities and Human Rights Commission conduct a joint review on housing services for people with disabilities. |
| 3. | Review our General Data Protection arrangements for any equalities impacts |
| 4. | Undertake a review regarding the accessibility to our offices & review our signage. |
| 5. | Ensure accessibility continues to be a central part of our new, shared website and make changes to enhance the accessibility of our current website, where required. |
| 6. | Review our policies and guidance, for example, Equality Policy, Access Leisure Policy & HR policies. |
| 7. | Create a standardised letter template for all service areas detailing accessibility options. |
| 8. | **Broadland District Council** - Review the equality monitoring we undertake and its practical uses. Identify how we could apply this to work to ensure accessible and inclusive services.  **South Norfolk Council** - Review the equality monitoring our service users and how we use this monitoring to identify under-represented groups (focusing initially on HR and recruitment). |

1. **Implement increased awareness of equality issues across the Councils:**

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| 1. | Utilise joint working to ensure a robust approach to Equality Act compliance under our new shared working protocol. |
| 2. | Review our equality impact assessment procedure to create a joint approach |
| 3. | Create a shared Corporate Equality Group the two councils with officer representation from across service areas |
| 4. | Review the internal training provided for equality and diversity. Ensure Council employees and Members are fully informed and updated through annual mandatory equality and diversity training in order to promote positive and inclusive attitudes. |
| 5. | Review our programme of engagement with external organisations in order to offer support for those at greatest risk of Covid-19. |

1. **Active engagement with those service users who have one, or more of the protected characteristics:**

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| 1. | Review potential barriers to engagement, developing greater dialogue with any specialist groups. |
| 2. | Reduce health inequalities. |
| 3. | Increase the number of vulnerable people helped to maintain independence in homes suitable for them through the objectives identified in our business plans. |
| 4. | **Broadland District Council**  Consider the Council’s community engagement plans  **South Norfolk Council**  Consider the Council’s community engagement plans, including the excellent work of our community connectors. |
| 5. | **Broadland District Council**  Continue to engage with service users who identify as, or who are identified has experiencing vulnerabilities, either through our Help Hub or other service areas.  **South Norfolk Council**  Through our Early Help service and the newly funded domestic abuse service worker (based within the Council), continue to engage with vulnerable service users. |

1. **Ensure we are inclusive employers, identifying any underrepresented groups in the workforce:**

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| 1. | Continue to strive to be part of the Disability Confident Scheme |
| 2. | Continue to publish the gender pay gap data. |
| 3. | **Broadland District Council**  Look at work to further narrow the gender pay gap  **South Norfolk Council**  Review our equality monitoring within our HR department.  Review how we use the HR monitoring data to shape recruitment. |