

Annual Equalities Update 2018

Becky Box, Policy, Performance and Personnel Manager

Borough Council of
King's Lynn &
West Norfolk



Background

- New corporate Equality Policy developed during 2017
- Policy approved by:
 - Cabinet 9th January 2018
 - Full Council 25th January 2018

Implementation of new Policy

Actions have included:

- Updates to website and Insite
- Articles in Internal Affairs
- Briefing note to Service Managers
- Updates to induction programme

Equality Working Group

- Met January, March and June
- Developed implementation plan for new policy
- Developed work plan for 18/19
- Updated terms of reference
- Reviewed group membership
- Agreed actions to support equality objectives
- Update report to Management Team



The Public Sector Equality Duty

The Equality Act 2010 placed a requirement on all Local Authorities to comply with the Public Sector Equality Duty. The Equality Duty aims to promote and protect the dignity of all persons in society, and covers all nine protected characteristics.



Equality Act 2010 (Specific Duties) Regulations

- Came into force in September 2011
- Are designed to help authorities meet the general duty
- Place a requirement for public bodies to:
 - publish information to demonstrate their compliance with the general equality duty, including information relating to people who share a protected characteristic who have been affected by its policies and practices,
 - Set specific, measurable equality objectives. These objectives must be published in a manner which is accessible to the public



Equality Objectives 2017 to 2020 - Services

1. We will use fair and evidence based decision making when reviewing Council policies, services and functions, including ensuring equality implications are taken into consideration
2. We will improve the quality of life for people in West Norfolk through improved access to information and services
3. We will ensure the Council's approach to equalities issues are regularly reviewed and promoted



Equality Objectives 2017 to 2020 - Employment

1. We will maintain a diverse workforce that reflects the community that we serve
2. We will maintain a working environment that is inclusive and where all staff are treated fairly
3. We will ensure all our employment policies, practices and procedures comply with equalities legislation



Service Objective 1 - Use fair and evidence based decision making

Examples of agreed actions:

- Review Equality Impact Assessment toolkit
- Refresh Service Managers on need to complete EIA's
- Undertake post implementation reviews of key EIA's



Service Objective 2 - Improved access to information and services

Examples of agreed actions:

- Undertake web accessibility training
- Ensure online services are available and accessible for all
- Offer face to face appointments to customers who request this service

Service Objective 3 - Equality issues regularly reviewed and promoted

Examples of agreed actions:

- Ensure equality information on website is clear and up-to-date
- Ensure officer equality working group meets on a regular basis
- Ensure CPP receives an annual update on progress with equality objectives



Employment Objective 1 – Maintain a diverse workforce

Examples of agreed actions:

- Undertake a review of employment monitoring criteria
- Undertake annual workforce and recruitment monitoring



Employment Objective 2 – Maintain an inclusive working environment

Examples of agreed actions:

- Continue to review harassment policy in light of legislation and best practice
- Provide annual update training to harassment advisers
- Ensure provision of training to employees and Elected Members



Employment Objective 3 – Ensure policies remain compliant

Examples of agreed actions:

- Meet the Council's obligations with regards to gender pay gap reporting
- Ensure compliance with the “Code of Practice on the English Language requirements for Public Sector Workers”

Thank you....

..... Any questions?