

To fulfil our equality and diversity ambitions we focus on six areas:

1. Knowing the community

We will:

- using different techniques, gather information about the characteristics of our community with particular focus being given to the characteristics protected by legislation
- where local data is not available, we will use national data to extrapolate relevant information about our community
- use our councillors' knowledge of their ward communities and officers' knowledge to help us keep our knowledge of our communities up-to-date
- consult with and otherwise engage with our community to learn more about community needs.

2. Community leadership

We will:

- work with the Equalities Group to promote our approaches to equality and diversity and to share good practice with and encourage our partners to adopt good practice
- similarly work with other partners to demonstrate the business case for equality
- seek to influence others to change where we become aware of challenges to the delivery of equality of opportunity in our borough over which we have no direct responsibility.

3. Consultation and engagement

We will:

- when seeking to engage with the community, work to ensure that all categories of people in our community can contribute their thoughts and ideas
- seek to reduce challenges that any member of the community may face when they try to engage with us.

4. Promoting equality

We will:

- raise the profile of equality and the benefits of ensuing equality for all

- promote to our contractors the need to apply a sound equality principle
- use our procurement procedures to ensure that those who want to provide goods and services adopt appropriate equality practices.

5. Meeting mandatory requirements

We will:

- recognise and apply the letter and the spirit of the provisions of the Equality Act 2010
- take steps to make sure that our employees and councillors are familiar with the three aims of the General Equality Duty as set out in the Equality Act 2010 so that they can apply the Duty, as appropriate, in all of their activities on behalf of the Council
- undertake as necessary accessibility audits to make sure, so far as we reasonably can, that our services are available to all.

6. Knowing how well we are doing

We will:

- extend the equality monitoring of our staff and, where appropriate, develop equality monitoring of service users
- provide relevant feedback to our residents on our progress such that they are able to let us know how well they think we are doing.