

## **Hart District Council Equality Objectives 2021 - 2023**

Since April 2012, the Public Sector Equality Duty has required us to set one or more equality objectives at least every four years.

The Council's vision for Hart is a district that appreciates and celebrates its diversity, challenges intolerance and discrimination, and positively promotes equality. Our Equality Objectives help us achieve this vision by delivering improvements in policy making, service delivery and employment.

### **What we have achieved 2017-2021**

Over the past four years we have taken the following action to deliver against our Equality Objectives 2017-2021:

- Introduced a **set of standard equality monitoring questions to the council's customer feedback survey** and to other surveys and consultations as appropriate.
- **Continued to build relationships with our communities and partners** such as through the Ageing Well and Starting Well Networks and the Domestic Abuse Forum and sub-groups.
- **Developed and rolled-out new guidance and templates to support services** to assess the impact on equalities of any relevant new policy or service, or change to a policy or service.
- **Delivered a range of equality and diversity training and awareness sessions** to help mainstream equalities considerations into the council's everyday business.

### **Our Equality Objectives 2021-2023**

The Council agreed a new set of Equality Objectives on 1 April 2021. These objectives have been developed within the context of the Covid-19 pandemic which has brought into sharp focus structural and social inequalities in the UK.

The objectives we have set will help to ensure that equality is at the fore as we work towards recovery with our communities and partners and continue to develop and deliver programmes and services during these challenging and uncertain times.

These objectives are in addition to work that will be carried out in specialist service areas over this two-year period, such as:

- delivery of actions to support the Covid-19 Community Recovery including targeted action to address inequalities experienced by some groups within our communities
- development and delivery of the Safer North Hampshire Community Safety Partnership Plan which will include action to increase reporting of historically under-reported crimes including hate crimes
- work to look at enhancing accessibility of green spaces for a range of users as part of green infrastructure projects and programmes.

| No | Objective  | High level actions   |
|----|--|--|
| 1  | To develop a communication and engagement strategy and guidance in order to enhance our approach to engagement across the Council and to ensure we hear from our diverse communities.  | <ul style="list-style-type: none"> <li>• Produce the strategy</li> <li>• Create practical guidance for staff and Councillors around effective and meaningful engagement</li> <li>• Deliver learning opportunities for staff around effective and meaningful engagement</li> </ul>  |
| 2  | To refresh our approach to assessing the equality impact of policies, programmes and services, to ensure this is integrated systematically into planning and decision-making across the organisation.  | <ul style="list-style-type: none"> <li>• Refresh and streamline Equality Impact Assessment template and guidance</li> <li>• Further embed Equality Impact Assessment in corporate project management and policy/service development process</li> <li>• Set up a process whereby the Council's Change Champions group (staff representatives from across the Council) becomes a sounding board for all Equality Impact Assessments for major projects or policy development</li> <li>• Deliver a refresher workshop for relevant staff on equality impact assessment</li> </ul> |
| 3  | To refresh the equality information we hold about our staff and use this, alongside equality information from applicants and best practice from other organisations, in order to identify measures that encourage and support a diverse workforce. | <ul style="list-style-type: none"> <li>• Review the equality data we currently hold about our staff and identify gaps in the information</li> <li>• Engage with staff to enhance the equality information</li> <li>• Analyse the equality information we hold about our applicants and staff to identify opportunities for encouraging and supporting a diverse workforce</li> <li>• Review of best practice to identify potential measures for encouraging and supporting a diverse workforce</li> </ul>  |