

Equality Objectives 2022

High Peak Borough Council & Staffordshire Moorlands District Council

Equality Objectives	Actions
Understanding and Working with our Communities	
<ul style="list-style-type: none"> • Work with partners to update and share the profile of our communities and use to inform decision making. • Identify the level of participation in public life by different communities/protected characteristics. 	<ul style="list-style-type: none"> • Use and analyse data from the Census 2021 to update the current profile. • Work with internal service areas and partners to ensure efficient collection of data that avoids duplication.
Leadership and Organisational Commitment	
<ul style="list-style-type: none"> • Ensure that the use of Equality Impact Assessments leads to improved decision making. • Review partnership working arrangements with the voluntary and community sector and the wider community to ensure that local equality priorities are addressed. 	<ul style="list-style-type: none"> • Review the effectiveness of assessments used in key decisions and embed specific actions within service plans. • Corporate and partnership documents capture the commitment of the organisation and partners to equality.
Responsive Services and Customer Care	
<ul style="list-style-type: none"> • Ensure that systems used to collect, analyse and measure satisfaction levels include all sections of the community. • The organisation ensures that procurement and commissioning processes and practices take account of the diverse needs of clients, and that providers understand the requirements of the public sector Equality Duty. 	<ul style="list-style-type: none"> • Review customer care policies to highlight the needs of protected groups and review systems used to measure customer satisfaction levels. • Guidance is available for suppliers on the equality requirements for the procurement and commissioning process.
Diverse and Engaged Workforce	
<ul style="list-style-type: none"> • Organise regular assessments of the training, learning and development needs of members and officers in order that they understand their equality duties and take action to deliver equality outcomes. • Take steps to consider how equality, diversity and inclusion issues are linked to employee health and wellbeing. 	<ul style="list-style-type: none"> • Delivery of appropriate training to members and officers. • The organisation uses workforce data and other information from staff to determine what its health and wellbeing priorities are.