

Pendle Equality Objectives – 2014

Overall Objective: Ensure that the Council continues to comply with the Equality Act 2010				
OBJECTIVE	KEY ACTIVITIES	BY WHOM (lead in bold)	TARGET DATE	PROGRESS September 2017
Ensure the Council's approach to Equalities issues are reviewed and promoted through ongoing internal scrutiny	<p>Corporate Equalities Steering Group (CESG) to meet quarterly to discuss and monitor Equalities work</p> <p>Management Team and Scrutiny Management Team updated on progress</p>	Housing Needs Manager	March 2014 (ongoing)	<ul style="list-style-type: none"> • CESG meet quarterly • MT report Oct13 + Mar 14 • Scrutiny MT reports completed bi-annually • Minutes of CESG submitted to MT
Ensure that Equalities Training meets the requirements of the Equality Act 2010	Continue to deliver a programme of corporate Learning and Development activities in relation to equalities and diversity	Learning & Organisational Development Officer	June 2014 (ongoing)	<ul style="list-style-type: none"> • 96.1% PBC staff completion (July17) – 225 staff out of 235. • 82% Liberata staff completion (July 17) – 143 staff out of 175
Ensure the Service Impact Assessment (SIA) process and guidance remains fit for purpose	<p>Continue to use the internal CESG to support the completion of SIAs</p> <p>Undertake annual review of the SIA process and guidance</p>	CESG	<p>Ongoing</p> <p>Dec 2014</p>	<ul style="list-style-type: none"> • Charge for Garden Waste SIA (Mar 14) • Pendle Core Strategy SIA (May 14) • Customer Access Management Strategy (July 15) • Cash Removal (Aug 17) • Homelessness Strategy (Sept 17) • Reviewed and updated - Nov 14

Maintain up to date equalities information on the Council's website and intranet	Council internet and intranet webpages updated and maintained to display Equalities activity.	Housing Needs Manager	June 2014 (ongoing)	Internet and intranet pages updated.
<p>Act on Recommendations for public bodies outlined in the Review of Public Sector Equality Duty – 2013</p> <ul style="list-style-type: none"> Public bodies should seek to benchmark their processes for compliance with the PSED with their peers, with a view to reducing unnecessary paperwork Reduce the burdens placed on small businesses Public bodies should not collect diversity data unless it is necessary for them to do so. In respect of both data collection and procurement, public bodies should take a genuinely proportionate approach. 	<p>To work with local authorities to benchmark Equalities processes, with a view to reducing paperwork.</p> <p>To review the Council's Procurement Policy and Strategy in response to the recommendations of the Review of Public Sector Equality Duty – 2013.</p> <p>Conduct a review of what Equalities data is collected across the Council.</p> <p>Agree what future Equalities data is to be collected</p>	<p>Housing Needs Manager</p> <p>Accountancy Service Manager</p> <p>CESG</p>	<p>Dec 2014</p> <p>Oct 2014</p> <p>Dec 2014</p>	<p>CESG concluded that the majority of paperwork lies with SIA process. SIA reviewed in Nov 14.</p> <p>Contract Procedure Rules – agreed by Councillors in May 2015</p> <p>CESG representatives have reviewed 'collection of diversity data' and have concluded that a 'proportionate' approach is being taken within their respective Units.</p>
It is not known whether the Council's approach towards translation when dealing with customers is sufficient	Undertake review of the Council's approach towards translation provision	<p>Housing Needs Manager</p> <p>Principal Policy Officer</p>	Oct 16	Review concluded. New procedures now in place.
The Council's 'Communications with all our customers' manual requires updating	Undertake review of the Council's 'Communications with all our customers' manual	<p>Housing Needs Manager</p> <p>Principal Policy Officer</p>	Oct 16	Review concluded. New leaflet agreed and now in place.