

## Pendle Equality Objectives – 2018 - 2022

Overall Objective: Ensure that the Council continues to comply with the Equality Act 2010			
OBJECTIVE	KEY ACTIVITIES	BY WHOM (lead in bold)	TARGET DATE
Ensure the Council's approach to Equalities issues are reviewed and promoted through ongoing internal scrutiny	Corporate Equalities Steering Group (CESG) to meet quarterly to discuss and monitor Equalities work  Management Team and Scrutiny Management Team updated on progress	<b>Housing Needs Manager</b>	<b>March 2018</b> (ongoing)
Continue to monitor workforce profile and promote good practice on equality in the workplace	Publish annual updated workforce profile report	<b>Human Resources Manager</b>	<b>July 2018</b> (ongoing)
	Review workforce profile and identify appropriate positive actions	<b>Human Resources Manager</b>	<b>July 2018</b> (ongoing)
Ensure that the Council complies with all legislation in relation to pay	Continue to evaluate jobs against an approved scheme to maintain integrity of pay	<b>Human Resources Manager</b>	<b>March 2018</b> (ongoing)
Ensure that the Council provides equal working opportunities to all	Promote flexible working opportunities as available to all employees, regardless of gender	<b>Human Resources Manager</b>	<b>March 2018</b> (ongoing)
Ensure the Service Impact Assessment (SIA) process and guidance remains fit for purpose	Continue to use the internal CESG to support the completion of SIAs  Undertake annual review of the SIA process and guidance	<b>CESG</b>	<b>March 2018</b> (ongoing)

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.	<b>Housing Needs Manager</b>	<b>July 2018</b> <i>(ongoing)</i>
It is not known whether the Council's approach towards translation when dealing with customers is sufficient	Undertake review of the Councils approach towards translation provision	<b>Housing Needs Manager</b>  <b>Principal Policy Officer</b>	<b>Dec 2018</b>
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	<b>Learning &amp; Organisational Development Officer</b>	<b>January 2020</b> <i>(ongoing)</i>