

## Pendle Equality Objectives – 2022 - 2026

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	<p>Provide an annual report to Council Members detailing the Council's approach towards equalities issues including the workforce profile.</p> <p>Management Team to continue to receive equalities reports as and when required, for consideration / action.</p>	<p><b>Housing Needs Manager</b></p> <p><b>Human Resources Manager</b></p> <p><b>Management Team</b></p>	<b>Dec 2022</b> (ongoing)
Ensure the Council's response to the Covid-19 pandemic continues to consider the impact on different communities, particularly in relation to its disproportionate impact on older, disabled and ethnic minority populations	Covid Co-ordinating Group / Management Team responses to the Covid-19 pandemic continue to take into account the impact on different communities, particularly in relation to its disproportionate impact on older, disabled and ethnic minority populations	<p><b>Covid Co-ordinating Group</b></p> <p><b>Pendle Taskforce</b></p>	<b>Feb 2022</b> (ongoing)
Continue to monitor workforce profile and promote good practice on equality in the workplace	Review workforce profile and identify appropriate positive actions	<b>Human Resources Manager</b>	<b>Dec 2022</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>Dec 2022</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>Dec 2022</b> (ongoing)
Ensure the Service Impact Assessment (SIA) process and guidance remains fit for purpose	<p>Undertake a review of the SIA process and guidance</p> <p>That all staff continue to ensure that SIA's are carried out where:-</p> <ul style="list-style-type: none"> <li>there is a significant new policy being proposed and / or</li> </ul>	<p><b>Housing Needs Manager</b></p> <p><b>All staff</b></p>	<b>Dec 2022</b> (ongoing)

	<ul style="list-style-type: none"> <li>a significant change to policy is being proposed</li> </ul> <p>Where appropriate, public consultation will continue to be carried out as an aid to generating support for what is being proposed.</p>		
Ensure that all Council contractors comply with the Council's equality objectives where appropriate	That contracts and other agreements with external agencies continue to be monitored to ensure that contractors comply with the Council's equality objectives.	<b>All Staff</b>	<b>Dec 2022</b> <i>(ongoing)</i>
Maintain up to date equalities information on the Council's website and intranet	Review the content of the Council internet and intranet webpages and ensure they remain updated.	<b>Housing Needs Manager</b>	<b>Dec 2022</b> <i>(ongoing)</i>
Ensure the Council's approach towards translation when dealing with customers continues to be sufficient	Undertake review of the Council's approach towards translation provision	<b>Housing Needs Manager</b>  <b>Principal Policy Officer</b>	<b>Dec 2022</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>Dec 2022</b> <i>(ongoing)</i>
Ensure that staff and Members continue to remain updated and aware of their responsibilities under the Equalities Act	Ensure that there is sufficient communication with staff and Members regarding equalities issues eg by utilising Message of the Day and posters etc	<b>Housing Needs Manager</b>  <b>Communications Team</b>	<b>Dec 2022</b> <i>(ongoing)</i>