

Equality Objectives 2022-2025

Equality Objective 1: Create a foundation to drive improved access to services through better use of equalities data

Following a successful pilot in this area in Housing & Homelessness, it is proposed that this objective is retained as it reflects the incremental, longer-term aim to improve the collection and analysis of equalities monitoring information about customers across the Council. An additional pilot has already started in Waste Services and another will roll-out in Customer Services shortly, with other areas also being targeted over the 3-year period.

Equality Objective 2: Develop better understanding of our diverse communities in order to shape and deliver the Council's Integration policy and practice for the City and its residents.

This objective relates to the third strand of the equality duty around fostering good relations between different groups and builds on a similar themed objective that was adopted in 2020. Keeping this type of objective is advisable as it clearly demonstrates the Council's commitment in this area. For 2022 onwards there is a specific focus to the Council's work on Integration as delivered by the Migration Team.

Equality Objective 3: To Increase year on year the percentage of applications for employment received and appointments made to candidates who are either LGBT+, declare a Disability or are from Black, Asian & Minority Ethnic backgrounds.

The Council has continued at pace to build momentum around its Diversity and Inclusion agenda as an employer and remains fully committed to achieving measurable improvements in the under-representation of key groups of employees employed by the Council. Retaining a 'workforce diversity' objective is a key part of ensuring ongoing scrutiny of work in this area in order to achieve outcomes set out in our Workforce D&I Strategy.

Equality Objective 4: Increase the effective delivery of Council services in key areas

It is proposed to develop a series of programmes underneath this objective to deliver specific actions in areas of the city based on data analysis by protected/socio-economic groups. [For example, some early analysis of the data in the Waste Services pilot has shown that recycling rates, fly-tipping, use of the bulky waste service and tip-booking system are all inter-linked at disproportionate rates in different areas of the city, with links to deprivation and in some cases, common population profiles across these areas. In conjunction with teams working directly with communities, we could look to implement actions to improve the effective use of these different areas of Waste Services and thereby impact on the quality of life in these neighbourhoods].

Equality Objective 5: Increase participation from residents and visitors with disabilities in sporting and cultural activities including events in the city

It is proposed that this objective is retained in order to try and progress some of the areas which have been impacted by the COVID pandemic. It will also help to embed the legacy of the City of Culture over the next three years.