

March 2016

Equality Objectives

2016 – 2020 Supporting the Equality Duty



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2 Introduction

The Public Sector Equality Duty which came into force in April 2011 requires all public bodies to publish one or more objective(s) that they think they should achieve in order to meet the General Duty. The General Duty requires us to:

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share, and
- Foster good relations between people who share a protected characteristic and people who do not share it.

We are required to publish our objectives every four years.

In developing our objectives we have considered our current Corporate Plan, our Core Values and our Communication, Consultation and Engagement Strategy as well as other existing policies. These objectives are built around existing key outcomes and activities identified in these plans and policies.

The objectives were subject to a six week consultation period.

Subsequent to these equalities objectives being agreed and published the Government has adopted International Holocaust Remembrance Alliance Working Definition of Anti-Semitism and has requested the Council to consider adopting this and how it could be applied by the Council.

The Council has agreed to adopt the following working definition of Anti-Semitism:

Anti-Semitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.

However, the Council actively supports and promotes the aims of the Public Sector Equality Duty in relation to all communities living in Torbay regardless of their faith.

The Council will produce an annual report demonstrating how we are meeting these objectives, this will be published in January every year.

3 Objectives

Objective 1

Ensure that all people are treated fairly when accessing Council services

Through Torbay Council's staff Core Values we are committed to being forward thinking, people orientated and adaptable – always with integrity. Equality of opportunity requires us to ensure our services are flexible enough to meet the diverse needs of our communities and to make reasonable adjustments to give everyone the access they need.

- We will continue to ensure that our services are accessible and free from discrimination.
- We will treat everyone with respect.
- We will encourage customer feedback and ensure that everyone has the opportunity to do so.

Objective 2

Ensuring that the diverse needs of our communities are taken into account in decision making

Through our Communication, Consultation and Engagement Strategy, Torbay Council is committed to delivering open and effective communication, consultation and engagement and ensuring that the feedback is conscientiously taken into account in final decision making.

- Communication, consultation and engagement will be targeted to ensure that where proposals may affect specific communities; these communities are given the opportunity to have their say.
- Impact Assessments will continue to be undertaken in relation to service change and will be used to fully consider the potential impact of proposed decisions on the community.

Objective 3

Reducing inequalities across Torbay

Delivering on our Corporate Plan ambitions to achieve a prosperous and healthy Torbay by addressing the significant challenges and inequalities faced by our communities.

- Work with our partners to ensure our communities are supported across the life course.
- Ensuring that all children are given the best start in life and families are supported.
- Addressing and tackling lifestyles and economic issues which lead to inequality and poor health.
- Ensuring that older people age well and are physically, mentally and socially active.

Objective 4

Supporting the diverse needs of our workforce

Our staff are one of our biggest assets and our employees come from a wide range of backgrounds with a variety of skills and knowledge. We are committed to supporting our staff and enabling them to provide the best possible service to our customers.

- Through our Core Values we will always be approachable, calm and respectful
- Create an environment where we act professionally and treat everyone with respect
- Ensuring that policies and initiatives are in place so our staff can feel safe at work and carry out their duties without feeling bullied or discriminated against.

4 Feedback

Torbay Council welcomes your comments and suggestions on our Equality Objectives and will use any feedback we receive to help further develop these objectives.

Please email equality@torbay.gov.uk or contact us by mail or telephone.

Torbay Council

Corporate Support

Town Hall

Torquay

TQ1 3DR

Telephone: 01803 207227