

Equality Objectives

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Our Equality Duty

The Equality Act 2010 imposes duties on all Public Bodies, including the Council

There is the general equality duty and the specific Public Sector duty

The General Equality Duty

When exercising its functions (e.g making policies or delivering services) the Council must give due regard to the need to:

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

The General Equality Duty

The Act explains that having due regard involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics
- Taking steps to meet the needs of people from protected groups where these are different to the needs of other people
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

Our Equality Strands

We have identified **nine equality strands**.

Each strand identifies a group of customers who share a similar characteristic, which is protected. The strands are:

- Age
- Disability
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion and Belief
- Rurality
- Sex
- Sexual Orientation

The Specific Public Sector Duty

As well as complying with the general duty, the Council must comply with some specific duties. These are:

1. Publish Information to demonstrate it complies with the general equality duty
- 2. Prepare and publish equality objectives**
3. Publish information about the analysis it has taken to understand whether its policies and practices meet the general duty
4. Publish information about how it engages with people who have an interest in furthering the aims of the general duty

Publishing Equality Objectives

The purpose of our equality objectives are to strengthen our performance against the general equality duty, through providing focus on achieving specific outcomes.

Our last set of equality objectives were set in 2012 and therefore are due to be updated and published by April 2016.

Alongside this, we are updating our equality scheme document and our general approach to equality is being reviewed and refreshed to ensure we are meeting our equality duties under the Equality Act 2010.

2012 Equality Objectives

1. We will increase the use of the Minor Repairs Assistance scheme by BME (Black & Minority Ethnic) groups by 5%
2. We will increase the response rate to planning consultations by under-represented equality groups by 5%.
3. We will ensure our workforce is representative by increasing the:
 - % workforce from BME backgrounds by at least 5%
 - % workforce who consider themselves to have a disability by at least 10%

2012 Equality Objectives

4. We will increase the level of staff satisfaction of non-white British staff by 10%
5. We will ensure that 100% of Muslim burials take place within 24hrs of request
6. We will increase the level of satisfaction of BME residents with council owned leisure centres by 10% by 2015 to equal that of White British residents.
7. We will increase take-up of our business start up support service by women from 43% to 45% and by residents over 50 from 20% to 22%

Understanding Our Communities

Our population is ageing, both nationally and locally.
By 2020 it is estimated that almost 25% of Chorley's population will be aged 60 and over

The Chorley population is increasing.
The number of households in Chorley has increased from 41,027 in 2001 to 44,900 in 2011

Our communities are changing and becoming more diverse. An example being an increase in the Muslim population in Chorley



Understanding Our Communities

Although overall crime rates are reducing, some specific incident rates have increased slightly.

However, feelings of safety amongst Residents have increased (92% feeling safe when outside during the day)

Chorley Council workforce

The percentage of young people is low, 5.7% are aged 16-24 years. 85% of our workforce feel they are treated fairly and with respect.

Although our customers are generally satisfied with our services, there are some who are less satisfied than others.



Objective 1

To work towards ensuring our overall approach to equalities falls within excellence on the Equalities Framework for Local Government, where this is considered proportionate and appropriate

Measures and targets:

- Reaching excellence in specific areas of the EFLG framework self assessment

Objective 2

To achieve a representative workforce at all levels of the organisation and to continue to ensure all employees feel they are treated fairly and with respect

Measures and targets:

- Increase the percentage of staff feeling that they are treated with respect and consideration by 5%
- Increase the percentage of those aged 16-24 in the workforce by 25%

Objective 3

To reduce the effect of rural isolation across the borough

Measures and targets:

- A 50% increase in the number people attending digital access sessions
- Develop a community car scheme

Objective 4

To ensure future service planning and delivery takes into account equality considerations and is informed by demographic trends

Measures and targets:

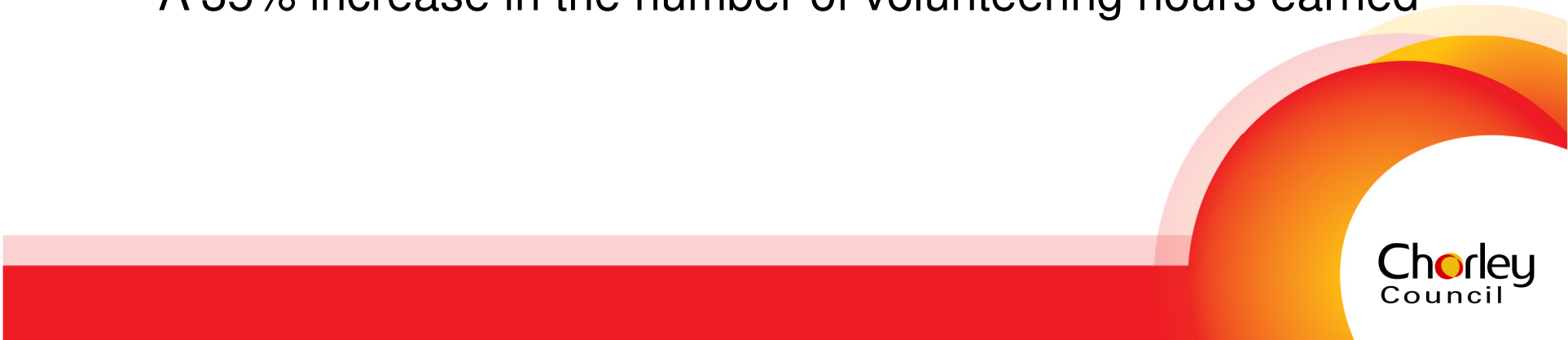
- 90% of Impact Assessments completed / reviewed

Objective 5

To foster good relations and improve community cohesion in communities across the borough

Measures and targets:

- 60% of residents willing to work together to improve local area
- A 35% increase in the number of volunteering hours earned



Objective 6

To increase the satisfaction levels of our customers and ensure all members of our community have the opportunity to, and feel that they are able to engage

Measures and targets:

- Less than 20% of customers dissatisfied
- 85% of residents satisfied with the local area as a place to live
- Satisfaction by disaggregated characteristic
- Respondent data disaggregated by protected characteristic

Objective 7

To ensure our public realm and town centre improvement plans consider the needs of protected groups

Measures and targets:

- Increase the percentage of consultation and engagement views and responses from communities across protected groups by 5%
- Results of Integrated Impact Assessment

What do you think?



**Group
Discussion**

What do you think?



Next Steps

- Analyse your comments and feedback
- Objectives will then be put onto our website for consultation
- They will go to Executive Cabinet for sign-off
- Our new objectives will be published April 2016
- More information can be found on our website:
<http://chorley.gov.uk/Pages/AtoZ/Equality-information.aspx>