



## **EQUALITY OBJECTIVES 2016 – 2020**

### **Our Vision**

*'Warwick District, a great place to live work and visit, where we aspire to build sustainable, safe, stronger and healthier communities'*

#### **1. We will ensure we that all our customers are able to access our services and facilities efficiently and effectively and will manage this by:**

- Carrying out Equality Impact Assessments or overall risk assessments to ensure that decisions are made with full information and we monitor performance.
- Collecting and analysing customer satisfaction data to enable us to improve service delivery and results.

#### **2. We will promote equality through improving the quality of equality information held and used by the council through:**

- Ensuring data analysis is undertaken and presented without the use of assumptions or subjective judgments.
- Monitoring and analysing customer data to make sure services meet individual needs where appropriate and are feasible to do so.

#### **3. Promote equality through engagement between the council, communities, customers, groups and individuals.**

- We will ensure that everyone has the opportunity to express their views, by empowering them to take part in decision making processes and influence service delivery.
- We will plan and monitor engagement with communities to improve the quality and effectiveness of council provision.

#### **4. Promote equality through better understanding of our workforce / potential workforce and be seen as a good employer. This will be achieved by:**

- Monitoring local demographics.
- Analysing and subsequently addressing any disparities or issues found through our collection and recording of staff equality data (based on the protected characteristics as identified in the Equality Act 2010).
- Providing Equality and Diversity training to all our staff, including Equality Impact Assessment training, as appropriate.
- Actively promoting our Dignity at Work policy.