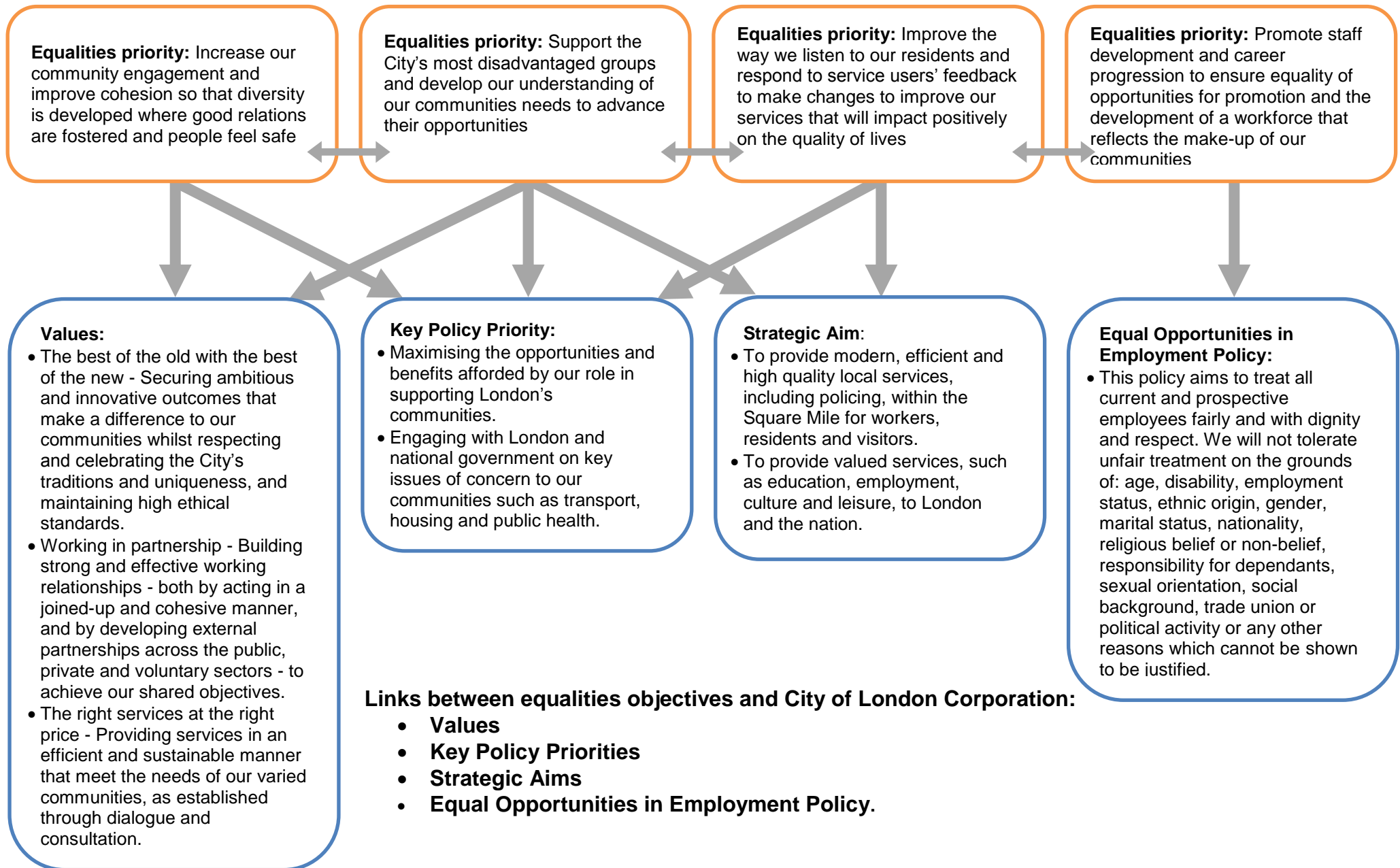


E&I Objectives & Measures Appendix 2



Note: our communities include residents, visitors, workers, staff and businesses

The Public Sector Equality Duty, as set out in the Equality Act 2010, requires us to develop and publish equalities objectives every 4 years ('... one or more equality objectives which it thinks it should achieve to do any of the things mentioned in the general equality duty ('equality objectives') i.e. to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Objective	Measure	Protected Characteristic	Monitor progress through
<p>Increase community engagement and improve community cohesion so that a good residential social mix is developed within our communities where people feel safe</p> <p>What we want to achieve:</p> <ul style="list-style-type: none"> • Build stronger communities • Promote good relations - both within and between communities • Remove barriers that may exist to engagement and help residents (especially those who are under-represented) to participate in local decision making and influence local decisions • Increase engagement with all groups of our residents 	<p>The percentage of tenants who agree 'I am proud of my neighbourhood'</p>	<p>Age Potential to identify other protected characteristics</p>	<p>Estate Satisfaction Survey</p>
	<p>The percentage tenants that feel safe on their estate</p>	<p>Age Potential to identify other protected characteristics</p>	<p>Estate Satisfaction Survey</p>
	<p>Percentage of residents who think there has been a positive impact on policing and dealing with crime</p>	<p>Sex Disability Ethnicity Age</p>	<p>City Wide Residents Meeting</p>
	<p>Percentage of residents who think there has been a positive impact in dealing with anti-social behaviour</p>	<p>Sex Disability Ethnicity Age</p>	<p>City Wide Residents Meeting</p>
	<p>Number of residents signing up for volunteering schemes</p>	<p>Gender Ethnicity Age Disability</p>	<p>Neighbour Network / Time Credits / City Programme (to confirm)</p>

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Objective	Measure	Protected Characteristic	Monitor progress through
		For individual departments to identify any measures they are currently collecting can be used to show progress against this objective	
<p>Support the City’s most disadvantaged groups and develop our understanding of our communities needs</p> <p>What we want to achieve:</p> <ul style="list-style-type: none"> • Increase the opportunity for all residents to participate in the decision making of the City • Improve the ways we identify the groups of City residents who have poorer outcomes than the wider community in key areas • Get people into employment, by supporting those with long term health conditions, mental health problems, and other disabilities • Improve life opportunities for residents / service users by reducing outcome gaps that may exist within the City as well as those that may exist between authorities • Take steps to ensure that services are inclusive; accessible and provided through the most efficient and effective channels available 	Percentage positive increase in changes in Public Health	Sex Disability Ethnicity Age	City Wide Residents Meeting
	The numbers of clients helped to move out of supported living into managing their own tenancy.	Age Disability	ASC01 – Adult Social Care & Homeless Performance Indicator
	Number of people signposted to receive other services that are not social care services i.e. befriending and shopping service (beneficiaries include dementia sufferers & those with mental health issues)	Age Disability	ASC03 – Adult Social Care & Homeless Performance Indicator
	Number of adult safeguarding alerts (within City) Cases = neglect, self-neglect & DV	Age Disability	ASC06 – Adult Social Care & Homeless Performance Indicator
	Proportion of adults with learning disabilities in paid employment	Disability	ASC0F 1E - Adult Social Care & Homeless Performance Indicator
	Develop our		For individual departments to identify any measures

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Objective	Measure	Protected Characteristic	Monitor progress through
	<p>understanding of the needs of all groups protected under the Equality Act, by building a better profile of service users.</p> <ul style="list-style-type: none"> • Exclusion from School/college of looked after children • Percentage of care leavers in suitable accommodation 19 years old • Percentage take up of school meals • Percentage of Children Achieving Level 5 or above in Maths and English (Key Stage 2) • Percentage of children becoming the subject of Child Protection Plan for a second or subsequent time 	<p>they are currently collecting can be used to show progress against this objective</p>	<p>To determine if we can identify by any individual equality characteristics: Children & Education Services PIs</p>
<p>Improve the way we listen to our residents and respond to service users' feedback to make changes to improve our services that will impact positively impact on the</p>	<p>Percentage of residents that think CoL staff keep them well informed about things that might affect them as a tenants (sheltered accommodation)</p>	<p>Age Potential to identify other protected characteristics</p>	<p>STAR Customer Satisfaction Survey (HouseMark) Housing User Board</p>

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Objective	Measure	Protected Characteristic	Monitor progress through
<p>quality of lives</p> <p>What we want to achieve:</p> <ul style="list-style-type: none"> Take on board the comments and feedback from our residents and service users and use this to make changes and improvements to the way that we do things 	<p>Percentage of residents who think that their views are taken into account and acted on (sheltered accommodation)</p>	<p>Age Potential to identify other protected characteristics</p>	<p>STAR Customer Satisfaction Survey (HouseMark) Housing User Board</p>
	<ul style="list-style-type: none"> The proportion of carers who report they had been included or consulted in discussion about the person they care for The proportion of people who use services and carers who find it easy to find information about services The proportion of people who use social care services who say that those services have made them feel safe and secure Number of drug and alcohol awareness sessions for young people 	<p>To determine if we can identify by any individual equality characteristics</p>	
			<p>For individual departments to identify any measures they are currently collecting can be used to show progress against this objective</p>

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Objective	Measure	Protected Characteristic	Monitor progress through
<p>Embed a culture of equality and inclusion in employment (in recruitment, managing people, career progression, development and training and supporting staff networks) to ensure equality of opportunities, fair treatment of staff and the development of a diverse workforce that understands the needs and is reflective of our communities</p> <p>What we want to achieve:</p> <ul style="list-style-type: none"> • Through fair recruitment & development opportunities ensure our staff are more diverse and representative of our communities • Improve people management skills through learning and development for managers • Attract and retain motivated staff and which support improved service provision • Minimise complaints from staff particular those complaints that are about unfair treatment 	<p>HR Dashboard & Workforce Profile information</p>	<p>Age Disability Race Religion/belief Sex Sexual orientation</p>	<p>HR Dashboard Workforce Profile information and Departmental Workforce Development Plans</p>

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