

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM

Thursday 2nd February 2023

Key Highlights of The Year:

- Website Accessibility – It is a requirement of the Public Sector Bodies (Websites and Mobile Applications) (No.2) Accessibility Regulations 2018 for all public sector websites to be accessible to everyone. This came into force on 23 September 2018. Under the regulations the Melton Borough Council website is required to meet the Web Content accessibility guidelines (WCAG 2.1 AA standards). In August 2021, the Council's website was scoring 79 for accessibility using an online accessibility checker called Silktide. When the new website was launched in September the score shot up to 100 and the Council moved up 249 places on the list of accessibility scores of all councils in the UK. Since then, the website has managed to stay in the top 3 of all councils. The focus is on maintaining the high accessibility score and ensuring services are committed to publishing quality information which needs the higher level of accessibility standards. Services have had to review all of their online information and content and change how they create documents which need to be published online. Some of the changes which have been made include:

- good colour contrast,
- checking the site can be read by a screen reader
- ensuring content is written in plain English
- adding alternative text to images and tables
- ensuring the site can be navigated without a mouse

The website was checked by the Central Digital and Data Officer which is part of the Cabinet Office and after a few minor tweaks they have confirmed that the MBC site needs the required standards.

- Anti-Racism Workshops- we delivered four workshops, the first to OLT, and then two rolled out across Melton Borough Council. There was good attendance across all workshops which was positive. Each workshop was different, even though the content was the same, we engaged in some excellent conversations, encouraged open dialogue that promoted connection and curiosity between those who attended.

Content Included:

1. Discuss a framework for a constructive conversation that will encourage people to participate fully, listen actively, and enhance empathy.
2. Look at the key principles which will support constructive conversations.
3. Stimulate self-discovery and curiosity about racism through questions that promote connection, curiosity and caring.

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM

Thursday 2nd February 2023

Feedback received from attendees was incredibly positive, explaining how the delivery of the course allowed attendees to talk openly, without judgement, and that they learned something – which is exactly what we set out to achieve with these Anti-Racism Workshops

- Check & Challenge and EIA workshops. AR delivered several training sessions for both Check and Challenge members and for any staff who wanted to increase their confidence in the completion of EIAs. As part of this, the EIA form has also been refreshed to a much simpler format and very well received. 5 sessions were run in total with approx. 30 attendees from across council directorates. The sessions were well attended and the learning from this as well as our increased focus on EIAs is reflected in the significant increases we are seeing in Melton for EIA completion.
- Successfully attained the gold Armed Forces Award. MBC has successfully achieved gold award, working with the covenant supporting veterans and families. A lot of work from HR perspective, Carolyn is a champion in HR.
- Domestic abuse policy. Last year we reviewed this policy- new policy was drafted and formally approved in November 2022, copy of policy is available on MIKE. Will be providing domestic champions in the workplace and access to counselling. Employees are also entitled to take up to 10 days safe leave each year to help with anyone suffering with these issues.

	Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks
	Equality Objective 1: Engage and communicate in appropriate and accessible ways					
1.1	We provide advice and information in the most appropriate way to meet individual needs.	2) Ensuring our website meets with the new accessibility standards for public sector websites.	Sarah Jane O'Connor Communities and Neighbourhoods	Complete In progress	The new website is scoring 100% for accessibility	Members of the public may not be able to transact and self-serve 100%- we could be picked up

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks
		Manager in relation to IEG4 and customer relations. 1.1.1 and 1.1.3 Completed.		IEG4 is scoring 65 for accessibility and requires more work to bring it up to the required standard No changes expected currently unless IEG4 review system- will continue to run report to keep eye on score. Resident sample survey undertaken last year- Martin gave a presentation to	through a check with cabinet office.

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks
				<p>give group a quick overview. Received over 1300 responses- really helped to give us an insight of how residents felt about the area. Overall Found an Improved satisfaction of the area from 2019.</p> <p>CCTV should now help percentage of people feeling safe.</p> <p>Results will feed into customer services review and corporate</p>	

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

	Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks
					strategy in terms of forms of communication.	
1.2	Engagement and consultation is accessible to enable people to participate in the decision making process	<p>1) Priority 6 of the new Corporate Strategy is based around engagement ('connected with and led by our community') – we will review the actions that fall under this priority to ensure talks of inclusive and accessible engagement.</p> <p>2) Accessibility and inclusivity are present as considerations when a new Engagement Strategy is developed.</p> <p>3) Teams and Officers are encouraged to consider how they can make activities accessible and inclusive. This is done through referring teams to the Engagement</p>	<p>Corporate Engagement Officer (Martin Guest)</p> <p>Sarah Jane O'Connor</p>	In Progress	<p>Our Resident's Survey is now complete and with over 1,100 responses this will provide further insight into how we can make engagement and consultation more accessible for our communities. We can present the findings at a future meeting if that would be of benefit. (see above notes)</p>	

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks	
		<p>Toolkit before undertaking an engagement activity / consultation. Using the toolkit at the early stages (and having clear guidelines / templates around engagement in place) will ensure considerations around equality are understood and then implemented in the activity.</p> <p>A section in the Toolkit is specifically looking at equality considerations (accessibility / inclusivity / EIA/EIS).</p> <p>4) Explore alternate engagement methods which may lend themselves to reaching broader (thus more inclusive) audiences.</p> <p>Additionally, the potential for the adoption of a new online engagement platform with</p>			<p>A new approach to Communications and Engagement will be developed by the end of the financial year.</p> <p>Initial investigations into alternative online engagement platforms (Citizen Space) are underway. Services will be involved in looking at the suitability and use of this.</p> <p>The Comms team are</p>	

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks
	<p>increased capabilities (not replacing other engagement methods but improving and expanding on our current operations).</p> <p>5) Ensure an effective feedback process following consultations – so that reviews can be taken to ensure engagement and consultation is accessible in future activities.</p> <p>6) Review current engagement methods used across service areas. As part of this review, identify ways accessibility / inclusivity can be improved.</p>			currently monitoring outcomes from engagement activity and what we are sharing with those residents engaged.	
1.3	Consultation informs our equality priorities at Melton Borough Council.	Corporate Engagement Officer / SJOC	Ongoing	Linked with 1.2- on hold.	

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks
	<p>2) We ensure when engagement activities / consultation occurs the participants / respondents are reviewed to understand if the output is representative of Melton (essential ensure we understand WHO was involved).</p> <p>3) Include a section in the engagement toolkit on equalities, to ensure this is considered through all consultation / engagement activities.</p> <p>4) In order to be able to analyse the engagement activity / consultation's participants we need to ensure the right questions are asked to capture relevant information – so ensure this is</p>	<p>Ongoing</p> <p>* Whilst updates on progress can be provided, this action should be continuous; not a one-off activity</p>		<p>Ongoing reminder issued to Managers through the communications grid and forward plan</p> <p>MG currently developing a new engagement strategy across the council- once a draft is available MG will bring to this back to this group.</p>	

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks	
		built into the development of engagements / consultations.				
1.4	We continue the work of the 'Prospective Councillor' programme to encourage nominations from protected/underrepresented groups.	<u>Action:</u> Consider interactive training for members.	Democratic Services Manager (Natasha Taylor) Legal representative Kieran Stockley		<p>Training took place with members- we are now looking towards the new members induction in May. Aysha will be attending to see if it's appropriate to deliver equalities training in house or bringing in external trainers.</p> <p>Sharan noted at northwest- they have their own training which they provide to</p>	<p>We have been putting focus on targeting both female and younger Cllrs but how are we encouraging nominations from all protected/underrepresented groups. - RE and SJOC to look at community groups.</p>

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks	
				all staff- currently trying to condense down for in house training for members. Happy to link in with Natasha.		
1.5	Staff are empowered to participate in work decisions and in particular those staff from underrepresented groups.	<p><u>Action:</u> Provide Real time Snapshot of staff engagement.</p> <p><u>Action:</u> Consider whether Service Champions group has adequate representation from each service area.</p> <p>Via champions group meetings. Attendance monitored and representation from underrepresented groups encouraged.</p>	<p>Senior HR Officer (Clare Bassendine-Matthews)</p> <p>Ongoing work.</p>	Ongoing	<p>The work a round hybrid working has been a good representation of balancing a home working approach and business needs.</p> <p>Continuing to encourage staff and working with managers to ensure there is right</p>	

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action		Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks
					representation for service champions meetings.	
		<p style="text-align: center;">Equality Objective 2: Develop and support a diverse workforce (being recognised as an employer of choice)</p> <p style="text-align: center;"><i>Meeting this objective should enable us to consequently attract and recruit the best talent.</i></p>				
2.2	We continue developing and maintaining our representative and inclusive workforce.	<p>Attract, recruit, and retain individuals with both physical and hidden disabilities in line with Disability Confident Leader status. Ensure job adverts have equalities statement.</p> <p>Monitor the characteristics of those applying for jobs and those being successful.</p>	HR & Communications Manager (Sarah-Jane O'Connor)	Ongoing	<p>MBC is now a Disability Confident Employer.</p> <p>Successfully attained the gold Armed Forces Award. All adverts mention our positive action relating to interviews and are advertised with armed forces</p>	<p>Currently struggling to capture equalities requirements with our Job application forms.</p> <p>We have not got the data on who is applying for our jobs if our vacancies are attractive to people with protected characteristics.</p>

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks	
					<p>recruitment sites.</p> <p>Equality impact assessment now includes the Armed Forces.</p>	<p>SOC -Reviewing our recruitment process- Will talk with legal team. Work may disproportionate and may just need to keep eye for when we do have a system to rely on.</p> <p>SJOC and CBM have been reviewing process- MG will pick up with SJOC to bring update to next meeting.</p>
2.4	The effects of all employment procedures have been assessed, and action has been taken to	Policies reviewed on a three-year cycle and consulted on through the check and challenge group. All new or	HR & Communications Manager		Will work around policies- have till March 2023.	

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks	
	mitigate any adverse impact identified and to promote equality of opportunity.	changed policies etc., will be reviewed when the need arises.	(Sarah-Jane O'Connor) March 2022		As part of the new strategy, we are looking at all policies in HR and working on what we want to prioritise. Aiming to create different format for our policies-making them shorter and more useful for managers. Positive work done on the Domestic abuse policy.	
2.5	Any harassment and bullying incidents are monitored and analysed regularly, and that appropriate action is taken	Bullying and Harassment policy reviewed every three years using guidance from the EHRC.	HR & Communications Manager (Sarah-Jane O'Connor)	Ongoing.	Currently Low	

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks
	to address the issues that have been identified.	Ongoing.			
2.6	The working environment is accessible.	<p>Facilities Co-ordinator'/ Corporate assets manager. (Sarah Allen and Jiten Ravat)</p> <p>HR & Communications Manager (Sarah-Jane O'Connor)</p>		Neurodiversity meetings are now ongoing- with action plan now in place for Comms and training.	
		<p>Equality Objective 3: Ensure services are in place or commissioned which are inclusive and responsive.</p> <p><i>These actions are referenced in the cross-partnership outcomes framework which can be found in Appendix D of the Equality Scheme 2020-2024. The framework was developed by the Melton People</i></p>			

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks	
<i>Board to illustrate success indicators using a life course approach. It demonstrates a series of outcomes from pre-birth to death that, if achieved, would show what success would look like over the longer term.</i>						
3.2	Using appropriate tools and data more effectively to target people where need is identified.	<p>1) The target audience of each activity should be considered alongside an EIA, where it can be identified if specific groups will be impacted.</p> <p>2) Mosaic is used to define an audience in the development stage (to ensure the appropriate people are targeted effectively).</p> <p>3) Mosaic is used in the reflection / analysis / review stage, so that we can take forward learnings and identify best practice where appropriate.</p> <p>4) Identify relevant data sets & information.</p>	<p>Corporate Engagement Officer / Martin Guest/ SOC</p> <p>3.2.4 All Officers responsible for identifying and corporate engagement team to facilitate.</p> <p>Ongoing * Whilst updates on progress can be provided, this action should be continuous; not a one-off activity</p>		<p>Mosaic has now been put forward as a disinvestment.</p> <p>The Resident Survey has been completed and a report on the findings will be shared with SLT and Members.</p> <p>Census results- emailed around and article done after initial results. Published in last couple months report that</p>	<p>Resident survey – Risk public who are not contacted may want to be allowed access to it.</p> <p>Risks around inclusivity.</p>

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks
	5) The identified data and information is made available to staff, in order to support the assessment and monitoring of local needs, identify key equality gaps & priorities and inform corporate policy/strategy, equality objectives and service planning – this can then be leaned on to complete EIAs and inform activities, strategies and services.			covers range of things- MG will bring presentation back to next meeting.	
3.7	<p>A proactive approach to the management of need from our most vulnerable residents Co-ordinating a joined-up approach to service delivery with our statutory, voluntary and community sector partners. Moving beyond reactively</p>	As 3.6	Leisure, Culture & People Manager / Senior Housing Manager	Part of the restructure plan to create a Integrated People Offer with a coordinated approach.	

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks
	<p>responding to presenting issues and identifying root causes early on.</p>			<p>Stage 1 completed – October 2022</p> <p>Tenancy management course has had positive feedback. However there has not been enough attendance and no internal referrals received.</p> <p>AR and LS to liaise with Tenancy services.</p> <p>DS to attends meetings as the</p>	

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

	Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks
					Tenancy Services rep.	
3.8	<p>Priority neighbourhoods To ensure that resources and services continue to develop and improve, Melton’s Housing and Communities Team will involve residents in identifying what fundamental changes need to be made to influence and change issues that people have within their communities. We want residents to influence how they wish to regenerate the area where they live, socialise and work. We will also ensure that underrepresented groups are supported in this process.</p>		Leisure, Culture and People Manager Aysha Rahman	Ongoing.	<p>Initial planning meetings have been taking place around the Fairmead– looking at opening the building with plans to have different teams/partners based there on different days.</p> <p>New CCTV now complete. - very positive feedback from public, partners and members.</p>	

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks
3.9 Home seekers As homelessness is increasing at a national level, we aim to implement and maintain services which ensure that no potential or current home seeker is treated less favourably on the grounds of any of the protected characteristics. We will also seek to ensure that all applicants who may have difficulty in engaging with the service receive the help and assistance they require.		Communities and Neighbourhoods Manager Rachel Parkin		The updating and consultation of the MBC allocation policy is now complete. The new CBL system is now Live.	
Equality Objective 4: Foster good relations with and within the community (understanding difference and celebrating diversity)					
4.2 MBC and its partners have a strong understanding of the quality of relations between different		Communities and Neighbourhoods Manager		Information to be provided.	

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks
<p>communities and collectively monitor relations and tensions. (This included actively promoting the importance of reporting all hate incidents related to age, disability, gender identity, race, religion / belief or sexual orientation)</p> <p>Harassment and hate crimes are monitored and analysed regularly, and appropriate action is taken to address the issues that have been identified.</p>		Anti-Social Behaviour Officer Awf Alali		<p>General attitude to Ukraine refugees seems to be quite positive.</p> <p>Amelia to be invited to these meetings.</p>	
4.3	It is recognised that anti-social behaviour is both a cause and effect of other vulnerabilities such as substance misuse, abuse, mental health issues etc. Housing and Communities	Communities and Neighbourhoods Manager		Information to be provided.	We recognise and take into account additional factors and their risk. I.e. Covid 19.

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Progress Status (In Progress, Ongoing, Completed)	Update	Risks
	(together with its partners) will oversee this demand in a more holistic way looking at the root causes and demonstrating a more qualitative overview for Melton.	Anti-Social Behaviour Officer Awf Alali Case Management Lead Laura Swift.		AR/DW have run a workshop with the community safety team and identified 5 priorities they want to work towards. AR to provide headlines to SJOC.	

Completed Actions:

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action		Step/s required to deliver the action	Responsible Officer & Target Date.	Update	Risks
1.1	We provide advice and information in the most appropriate way to meet individual needs.	<p>1) Advertised on our website and also on our Council tax bills along with elections and housing that alternative formats and languages are available on request.</p> <p>3) We have a contract for translations and an agreement for alternative formats. When we are reviewing forms we need to make sure we include information about alternative formats and languages.</p>		<p>1.1.1 Completed.</p> <p>1.1.3 Completed – Will be ongoing in regards to communications.</p>	
2.1	We regularly monitor, analyse and publish employment data in accordance with our statutory duties. (This would include publishing, by end of January each year, the employee profile data on external web pages).	Work with organisation to ensure that individuals are updating their equalities data. Put system in place to report and publish annually.		<p>HR & Communications Manager (Sarah-Jane O'Connor)</p> <p>Completed.</p>	
2.3	We encourage employees to make us aware of any protected characteristics they may have in order for us to be able to fully support them.	Regular articles in corporate messenger to encourage individuals to update their equalities data.		<p>HR & Communications Manager (Sarah-Jane O'Connor)</p> <p>Completed.</p>	

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

	Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Update	Risks
2.7	We provide a range of learning and development opportunities to support councillors and officers in achieving equality objectives and outcomes.	<p><u>Action:</u> HR Manager and Equalities Lead to discuss face to face equalities training imbed in the workplace.</p> <p>A variety of e-learning course available on MIKE and equalities forms part of the induction process.</p>		<p>Completed - HR regularly advertise updates.</p> <p>Members have been very supportive of our training budget.</p> <p>A new Learning Management System has been rolled out and the Induction training revised =- currently people are requested to complete an e-learning around the protected characteristics</p>	
2.8	(New Action Added – February 2022) Recognition through the Defence Employer Recognition Scheme for our commitment to the Armed Forces Covenant	<p>The Council are currently Silver Award Holders and this year (2022), we will be submitting our application for Gold Award status. To do this, we will need to:</p> <p>Build portfolio of evidence including:</p> <p>Changes to reservist policy.</p> <p>Proactive communications to raise awareness between staff and elected members;</p> <p>Implement Veterans' Guaranteed Interview Policy;</p> <p>E-Learning and Induction processes include reference to AFC commitments.</p> <p>Use of specialist recruitment sites.</p>		Complete - Gold award achieved.	
3.1	Undertaking an equality analysis is a key consideration when developing service	Ensuring continued focus on the completion of Equality Impact		Promote a step change towards consideration of Equality Impact during	

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

	Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Update	Risks
	and employment policies, practices & procedures etc. (This would include actions and appropriate resources have been proposed to mitigate adverse impact and improve equality outcomes where changes in provision have been identified.)	<p>Assessments and maintaining an upward trend.</p> <p>Promote a step change towards consideration of Equality Impact during policy development and not as an “after-thought”. Leisure, Culture & People Manager (Aysha Rahman) Equalities Lead (Vacant Equalities Consultant Post).</p> <p>Ongoing Work</p>		<p>policy development and not as an “after-thought”. Leisure, Culture & People Manager (Aysha Rahman) Equalities Lead (Vacant Equalities Consultant Post)</p> <p>AR- we have made huge strides with EIAs, being widely used. Can move to completed- still ongoing work.</p>	
3.3	Mechanisms are in place to ensure that service equality objectives are delivered by contractors, partners and providers through good contract management, and that they are monitored effectively to ensure they continue to be appropriate and accessible.	<p>The WPU will promote service equality objectives being considered as part of any procurement process, by including this as a question within the PID 2020. This will prompt the Council Officer to ensure details of the objectives are within the specification as Key Performance Indicators, detailing what is to be measured, how often and the format information is to be provided in.</p> <p>Following award of the Contract, the Contract Manager is responsible for monitoring the overall performance of the</p>		<p>Corporate Services Manager (David Scott)</p> <p>Completed</p>	

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

	Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Update	Risks
		contract as well as identifying any risks (and ensuring appropriate contingency measures are in place). Part of this will be to ensure that the service equality objectives are delivered and monitored effectively.			
3.4	When any changes in policy takes place we consider the needs of our residents so they are not socially, digitally and financially excluded.	This will be addressed naturally through EIA completion and members of the Check and Challenge group. Promote a step change towards consideration of Equality Impact during policy development and not as an “after-thought”.		Leisure, Culture & People Manager (Aysha Rahman) Equalities Lead (Vacant Post) Naturally addressed- Completed but will always be ongoing work.	
3.5	Human Rights issues are considered and addressed when delivering services to customers and clients.	Consider impact on Human Rights issues during EIA check and challenge and when advising colleagues on service delivery in relation to Equalities.		Leisure, Culture & People Manager (Aysha Rahman) Equalities Lead (Vacant Post) –4 hours a week. Coming into post 22nd Feb.- working remote from Noth west leics. Ongoing consideration. - EIA keeps on top of this.	
3.6	Ageing Well Ensure that services are currently in place for ageing well, through a variety of	Promote, maintain and sustain investment into our early intervention services such as Sport & Health,		Leisure, Culture & People Manager (Aysha Rahman)	

EQUALITY OBJECTIVES AND ACTIONS TO DELIVER THEM
Thursday 2nd February 2023

Action	Step/s required to deliver the action	Responsible Officer & Target Date.	Update	Risks
<p>health/physical activity interventions targeting the most in need groups (e.g. obesity, inactivity & mental health).</p> <p>This is through referrals from other service areas. Services include; Falls Prevention Classes, Walking Groups, & Low Impact Seated Exercise for Older People. Also a variety of interventions for Children (e.g. Music & Movement) & Adults (Walking Football, GP Exercise Referral) and (Inclusive Multi Sport Programme). Links to services can be found at https://www.meltonsportandhealth.org.uk/</p>	<p>Community Grants and Case Management.</p> <p>Increase referrals to such services through wider promotion both within the Council and to our external partners.</p>		<p>Equalities Lead (Miriam Bentley-Rose)</p> <p>Completed but will have Ongoing work.</p>	
<p>4.1 The Council in its role as a local leader will set a positive example in relation to promoting diversity and equality issues publicly and proactively.</p>			<p>SLT</p> <p>Completed, Will stay on SLT Agenda.</p>	