

Equality Objectives & actions to deliver them

Objective 1: Engage and communicate in appropriate and accessible ways

To meet this objective we have identified the following actions:

Ensure that:

- We provide advice and information in the most appropriate way to meet individual needs.
- Engagement and consultation is accessible to enable people to participate in the decision making process.
- Consultation informs our equality priorities at Melton Borough Council.
- We continue the work of the 'Prospective Councillor' programme to encourage nominations from protected/underrepresented groups.
- Staff are empowered to participate in work decisions and in particular those staff from underrepresented groups.

Objective 2: Develop and support a diverse workforce (being recognised as an employer of choice)

Meeting this objective should enable us to consequently attract & recruit the best talent. To do this, we have identified the following actions:

Ensure that:

- 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.)
- We continue developing and maintaining our representative and inclusive workforce.
- We encourage employees to declare their protected characteristic.
- The effects of all employment procedures have been assessed, and action has been taken to mitigate any adverse impact identified and to promote equality of opportunity.

- Any harassment and bullying incidents are monitored and analysed regularly and that appropriate action is taken to address the issues that have been identified.
- The working environment is accessible.
- We provide a range of learning and development opportunities to support councillors and officers in achieving equality objectives and outcomes.

Objective 3: Ensure services are in place or commissioned which are inclusive and responsive

To meet this objective we have identified the following actions:

Ensure that:

- Undertaking an equality analysis is a key consideration when developing service 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.)
- Using appropriate tools and data more effectively to target people where need is identified.
- 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.
- When any changes in policy takes place we consider the needs of our residents so they are not socially, digitally and financially excluded.
- Human Rights issues are considered and addressed when delivering services to customers and clients.

Ageing well

- Ensure that services are currently in place for ageing well, through a variety of health/physical activity interventions targeting the most in need groups (e.g. obesity, inactivity & mental health). 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/>

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 responding to presenting issues and identifying root causes early on.

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.

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.

These actions are referenced in the cross-partnership outcomes framework which can be found in the appendices to the Equality Scheme 2020-2024. The framework was developed by the Melton People 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.

Objective 4: Foster good relations with and within the community (understanding difference and celebrating diversity)

To meet this objective we have identified the following actions:

Ensure that:

- 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.
- MBC and its partners have a strong understanding of the quality of relations between different 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)

- Harassment and hate crimes are monitored and analysed regularly, and appropriate action is taken to address the issues that have been identified.
- 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 (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.