

| EQUALITY OBJECTIVES | | |
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| Equality Objective | Action | Success Criterion |
| Covid-19 recovery plans address inequalities on Black and Ethnic minority communities, Children and Young People and Older People | <p>Workstream Leads present plans to Equality Board</p> <p>Workstream Leads to provide quarterly progress updates to Equality Board</p> <p>Measures/targets tbd</p> | <p>All recovery plans include proposals to address inequality</p> <p>Reduced inequalities</p> |
| Close gender, ethnic and disability pay gaps | <p>HR quarterly monitoring</p> <p>Head of HR to provide quarterly progress updates to Equality Board</p> <p>Measures/targets tbd</p> | Reduced gender, ethnic and disability pay gaps |
| Lead the way as an exemplar employer tackling issues around recruitment and selection, staff development and making sure we have a representative workforce at all levels of the organisation | <p>All line managers undertake recruitment and selection training</p> <p>All line managers undertake unconscious bias training</p> <p>All staff undertake equality and diversity training</p> <p>Monitor number of applications from underrepresented groups</p> <p>Monitor selection of underrepresented groups</p> <p>Monitor progression of underrepresented groups</p> <p>Monitor representation of workforce compared to local community</p> | <p>TBC% of applications from underrepresented groups</p> <p>TBC% of underrepresented groups selected</p> <p>TBC% of underrepresented groups grade progression</p> <p>% of underrepresented groups in workforce compared to local community</p> |
| Give due regard to equality, diversity and inclusion for all changes in policy and service provision. | Diversity Impact Assessments undertaken for all changes in policy and service provision. | Diversity Impact Assessments accompany all Cabinet and Council reports where a change is proposed. |
| Reduce the incidence of young people who are not in education, employment or training | Create opportunities within organisation and with partners | Reduced NEET rates. Tbd |