

Appendix A Equality Objectives 2023/27 Action Plan

Duty	Objective	Actions	Measures
Eliminate discrimination, harassment and victimisation	Fostering and developing positive cultures and understanding: Ensure our staff have the skills, knowledge and awareness to be able to deliver services fairly and challenge unfair treatment or inappropriate behaviours Inclusive cultures do not just happen, our leaders, managers and all our employees must understand and model inclusive behaviours.	<ul style="list-style-type: none"> All Staff undertake equalities training and have awareness of equality issues 	<ul style="list-style-type: none"> More than 90% completion rate of Equality training module on the Learning Hub
	<ul style="list-style-type: none"> Deliver an Equality Champion Scheme 	<ul style="list-style-type: none"> 5 volunteer employees as Community Champions 	
Advance equality of opportunity	Building an inclusive workforce: To help attract, recruit and retain the best people for the job, we will develop an open, collaborative and inclusive working environment where the principles of fairness and wellbeing is promoted, and everyone is encouraged to reach their full potential.	<ul style="list-style-type: none"> Improve data capture and analysis in relation to equalities monitoring. 	<ul style="list-style-type: none"> Improved rate of completion on work force profile
	<ul style="list-style-type: none"> Encourage applications from more diverse groups of people 	<ul style="list-style-type: none"> No. of apprenticeships and work placements offered by South Ribble Council. 	
	Ensure adequate access to services for all All customers of the Council have a right to access services fairly and equally. To make sure we support each and every resident in the right way we will regularly review and makes changes where needed to our services.	<ul style="list-style-type: none"> Review of Impact assessments on key services to ensure access to fair and equitable 	<ul style="list-style-type: none"> % impact assessments reviewed and updated
Foster good relations between those who share relevant characteristics and those who do not	Support people in the community who are most in need We will focus on ensuring that the health and wellbeing needs of the whole	<ul style="list-style-type: none"> Develop and maintain an equality profile of the borough to identify needs amongst our communities 	-
		<ul style="list-style-type: none"> Deliver the social prescribing service to address health inequalities and target 	<ul style="list-style-type: none"> Number of people accessing social prescribing service

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	community are being addressed now and, in the future.	<p>based on discovered needs from the Equality profile</p> <ul style="list-style-type: none"> • Deliver the cost of Living Action Plan and target based on discovered needs from the Equality profile 	-
	<p>Involve our communities: We will work widely to involve local people through the Community Hubs and engage openly with our residents and service users, seeking to capture all points of view to make better informed decisions.</p> <p>Working with communities, involving them in decision making and listening to the lived experiences of all our residents is a key goal for the Council. We cannot tackle inequalities and exclusion without fostering good relations between people and understanding our diverse communities</p>	<ul style="list-style-type: none"> • Undertake the Residents Survey every two years to ensure we get representative views on delivery of council services • Continue to engage with the Youth Council to represent views of young people in the Borough who are often least heard • Deliver the Social Justice Programme 	<ul style="list-style-type: none"> • % of residents felt that they belong to their local area • % satisfied with their local area as a place to live <p>-</p>