

We made strong progress against our equality objectives with 87% of actions in our 2012-14 plan being completed. A plan has been developed for 2014-15, to ensure progress continues and opportunities to promote equality are considered throughout the current service restructure. Below is a summary of the key activities planned for the current year to support our equality objectives.

Raising awareness and understanding

We plan to:

- Train our staff on how to collect and use equality information and consider equality issues to improve services, and develop the training methods we use to include e-learning and podcasts.
- Review how we use equalities data and develop our knowledge about the needs of communities within the district.
- Continue to celebrate diversity, with themes on sexuality, ethnicity and religion.

Providing fair and accessible services

We plan to:

- Consider different people's needs as we restructure our services
- Develop a shared, accessible new service centre with the police and fire service in the heart of Newhaven.
- Use the Equality Framework for Local Government to check how we are doing.
- Review and develop our approach to community grants.

Being flexible and responsive

We plan to:

- Restructure our services to make them more accessible and easier to use.
- Make more services and information available on-line.
- Develop scrutiny of how we are doing on equalities by councillor and residents.
- Review our approach to considering equalities, known as equality analysis, to make it simpler and more focused on identifying improvements.
- Develop stronger links with the community and voluntary sector and extend our staff volunteering scheme to include work with them.