

## EBC Draft Equality and Fairness Action Plan 2019/20

| Ref | Action  | Lead Officer   | Target date   |
|-----|---|--|---------------|
| 1.  | Review equality information collected and used within different service areas.  | Strategy and Corporate Projects Officer – Thriving Communities with Heads of Service   | March 2020    |
| 2.  | Update/improve information on local community profiles  | Strategy and Corporate Projects Officer – Thriving Communities   | March 2020    |
| 3.  | Continue working to encourage participation of young people, women, faith communities, BAME communities and LGBT people.          | Strategy and Corporate Projects Officer – Thriving Communities with Customer Communications & Engagement Lead                | March 2020    |
| 4.  | Ensure new council members have access to high quality information and training on the Public Sector Equality Duty and procedures | Strategy and Corporate Projects Officer – Thriving Communities   | June 2020     |
| 5.  | Provide training and guidance on Equality Duties and Equality Analysis for new staff within the council                           | Strategy and Corporate Projects Officer – Thriving Communities   | Sept 2020     |
| 6.  | Review policies and procedures on domestic abuse, and maintain White Ribbon status  | Strategy and Partnerships Lead – Housing and Communities with Strategy and Corporate Projects Officer – Thriving Communities | March 2020    |
| 7.  | Coordinate events for World Aids Day and Holocaust Memorial Day   | Policy and Engagement Coordinator  | January 2020  |
| 8.  | Continue prioritising funding for projects which promote the inclusion of communities and groups protected under the Equality Act | Strategy and Corporate Projects Officer – Thriving Communities   | February 2020 |
| 9.  | Review and monitor use and quality of translation and   | Strategy and Corporate Projects Officer – Thriving   | March 2020    |

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|     | interpreting services   | Communities  |               |
| 10. | Integrate equality and fairness review to service and financial planning process, including setting fees and charges  | Projects and Performance Lead  | August 2019   |
| 11. | Complete year 1 service reviews <ul style="list-style-type: none"> <li>• Communications</li> <li>• Housing Grants and Loans</li> <li>• Tourist Information</li> <li>• Marketing</li> </ul>  | Responsible service leads for: <ul style="list-style-type: none"> <li>• Business Planning and Performance</li> <li>• Housing Needs</li> <li>• Tourism and Leisure</li> </ul>   | June 2019     |
| 12. | Carry out 'year 2' service reviews: <ul style="list-style-type: none"> <li>• Consultation and Engagement</li> <li>• Homelessness / housing options</li> <li>• Business rate and council tax setting and collection</li> <li>• Committees and Councillors</li> <li>• Regeneration, business advice &amp; support</li> <li>• Community Safety</li> <li>• Planning Policy Development</li> <li>• Sports and Leisure Facilities</li> <li>• Seafront Services</li> <li>• Art, cultural and heritage services</li> <li>• Tenant Participation and Involvement</li> <li>• Customer Contact – on-line services</li> <li>• Parks and Gardens management</li> <li>• Health and Safety advice and inspections</li> <li>• Private housing inspection and licensing</li> <li>• Food hygiene and inspection</li> <li>• Access Advice</li> </ul> | Responsible service leads for: <ul style="list-style-type: none"> <li>• Customer Communications &amp; Engagement</li> <li>• Housing Needs</li> <li>• Functional Lead- Growth &amp; Prosperity / Accounts Manager</li> <li>• Democratic Services</li> <li>• Economic Development</li> <li>• S&amp;PL – Housing and Communities</li> <li>• Planning Policy</li> <li>• Tourism and Leisure with Wave Leisure Trust</li> <li>• Tourism and Leisure</li> <li>• Tourism and Leisure</li> <li>• Neighbourhood Housing</li> <li>• Customer Advice</li> <li>• Specialist Advice</li> <li>• Specialist advice</li> <li>• Housing Needs</li> <li>• Specialist Advice</li> <li>• Neighbourhood First</li> <li>•</li> </ul> | 31 March 2020 |

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|     | <ul style="list-style-type: none"> <li>• Response to neighbor complaints – e.g. noise, graffiti, abandoned vehicles</li> <li>• Staff Development</li> <li>• Electoral services</li> </ul> | <ul style="list-style-type: none"> <li>• Specialist Advice (Private) / Neighbourhood Housing (Council)Human Resources</li> <li>• Human Resources</li> <li>• Democratic Services</li> </ul> |  |
| 13. | Take account of the outcome of the consultation on the current proposed reform of the Gender Recognition Act when published and amend policies and monitoring text as appropriate.        | Strategy and Corporate Projects Officer – Thriving Communities   | Depends on outcome of consultation           |
| 14. | Undertake self-assessment against Equality Framework for Local Government   | Strategy and Corporate Projects Officer – Thriving Communities   | Deferred pending completion of JTP (2019/20) |