



Equality Objectives 2014 – 2018

This information can be available in large print, Braille, audiotape/CD or in another language upon request.

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Our Equality Duties

Background

The Equality Act (EA) 2010 consolidated a body of equalities legislation and was designed to improve understanding of what applying equalities to the workplace and service delivery actually means in practice.

The Equality Act 2010 added to the duties that public sector must comply with and created the public sector duty.

The Public Sector Equality Duty

The 2010 Act replaces race, disability and gender equality duties with a much broader spectrum. The new duty covers the following:

- Age
- Disability
- Gender reassignment
- Pregnancy & maternity
- Race
- Religion or belief
- Sexual orientation
- Sex
- Marriage & civil partnership

The General Duty

Under the General Duty we must take steps to:

- Eliminate unlawful discrimination, harassment and victimisation (this also covers marriage and civil partnerships)
- Advance equality of opportunity between different groups
- Foster good relations between different groups

The Specific Duty

The specific duty requires us by law to demonstrate equality performance by:

- Publishing equality information: We have met the duty to publish information demonstrating our compliance with the General Duty

by 31 January 2012 Under the Act we are required to include information relating to persons who share a relevant protected characteristic (e.g. age, race, disability). This must also include equality information about our employees and other persons affected by our policies and practices. This has been published on the council's website for 2012 , 2013 and will continue annually,

- Preparing and publishing equality objectives: The 2010 Act also requires us to prepare and publish one or more specific and measurable equality objectives by 6 April 2012. These objectives can relate to any of our relevant functions, including those as an employer.

Our Equality Objectives

Rother and Wealden have similar corporate objectives and the shared Equalities Officer has developed a set of common equality objectives for both authorities. These are set out below and represent our priorities in achieving more equal outcomes within our communities.

Our Corporate Equality Objectives are:

Corporate Objective 1	
Rother : Sustainable Economic Prosperity / Stronger Safer Communities	Wealden : Maintaining the Quality of Life and Increasing Prosperity
Equality Objectives	
<ul style="list-style-type: none"> a) Embed the equality objectives through the procurement & contract life cycle process. b) Complete equality impact assessments on new projects and consultation and engagement with identified groups. c) Supporting others in reducing rural isolation by developing local transport solutions with partners and by improving access to the internet across the districts d) Ensure all residents; particularly those who are vulnerable are able to access state benefits and financial support provided by the Councils. e) Ensure residents affected by Welfare Reforms have access to support and sources of advice f) We will continue to monitor reports of hate crime and deliver the 	

councils responsibilities

- g) Following consultation and engagement with local communities to facilitate the delivery of economic and housing growth to assist in reducing economic disparities to meet the needs of all who live or wish to live in the Districts by providing greater opportunities for residents to access suitable housing, local jobs, services, facilities and leisure and recreational facilities.

Corporate Objective 2

Rother : A Quality Physical Environment

Wealden : Enhancing our surroundings

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- a) Ensure that all council services, information, communications consultation activities and events are as accessible as is reasonably practicable to provide.
- b) Ensure that where refurbishments works are carried out to the councils' own buildings consideration is given to improving accessibility inside and out
- c) Promote healthy lifestyles and encourage more people to take up sport or active recreation regardless of their personal characteristics.
- d) Protect and improve the Districts' urban and rural landscape and protect, enhance and improve accessibility to green infrastructure (including the landscape, countryside, leisure and recreation provision) to benefit all members of the local community and visitors to the Districts.

Corporate Objective 3

**Rother : An Efficient, Flexible
and Effective Council**

**Wealden : Ensuring Value for
Money**

Equality Objectives

- a) Ensure a programme is in place for customers' access needs to be recorded at first point of contact by Customer Services.
- b) There should be equality principles in all service level agreements and community grant applications
- c) All actions in the Equality Objectives should be included in each service plan.
- d) All staff and Councillors to undertake equality and diversity training to ensure they are aware of their responsibilities in relation to equalities service delivery and the workplace.
- e) Capture updated customer equality data on relevant systems within the Councils and tailored to services as appropriate.