



## HERTSMERE BOROUGH COUNCIL

### EQUALITY OBJECTIVES

#### 1 INTRODUCTION

The Public Sector Equality Duty requires public bodies to prepare and published, by 6 April 2012, one or more specific and measurable equality objective(s) which will help them further the three aims of the Equality Duty. These three aims are:

- **Eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it

Objectives will need to be published at least every four years.

It is for us to decide what and how many equality objectives we should set. When deciding what equality objectives to set, we should take into account:

- Evidence of equality issues across all our functions;
- Issues affecting people sharing each of the protected characteristics; and
- The need to promote equality of opportunity, eliminate unlawful discrimination, harassment and victimisation and foster good relations.

How have we decided on what our equality objectives will be?

- Outcomes of services review carried out
- Feedback from residents, employees and customers over recent years
- Outcome of staff equality monitoring exercise
- Pay policy statement
- Our response to the Public Sector Equality Duty
- Consultation on draft equality objectives

#### 2 OUR EQUALITY OBJECTIVES

##### OBJECTIVE 1

##### **Develop an improved level of understanding of Hertsmere's communities**

We will republish Community Profiles within 6 months of the publication of the Census 2011 results. We will continue to undertake equality monitoring to ensure we know our communities and their needs.

## **OBJECTIVE 2**

### **Seek to ensure the workforce is representative**

We will do this by monitoring the workforce profile regularly (at least annually).

### **Ensure employment policies are compliant with the Equality Act 2010**

We will do this by as part of the on-going three year programme of policy reviews.

### **Increase awareness of equality requirements**

We will undertake training to ensure every member of the organisation has received training in equalities awareness by March 2013

### **Undertake annual gender pay analysis**

We will do this by an annual analysis and, in the event gender pay gaps are highlighted, we will take the appropriate corrective action

## **OBJECTIVE 3**

### **Continue to build effective relations with people from different backgrounds and with protected characteristics living in Hertsmere.**

We will do this by engaging with people of protected characteristics through Take Part, support the Interfaith Forum and host the annual Holocaust memorial service.

## **OBJECTIVE 4**

### **Continue to improve access to and take-up of Council services.**

We will do this by improving the website and run 'Get Connected' promotions, continue to offer website and document translations and 'browsaloud'

## **4 REPORTING**

Each January we will publish our updated data and include an update on how we are meeting these objectives.

## **3 Contact Us**

If you have any questions about Hertsmere's equality objectives, or would like this document in a different format please email [equalities@hertsmere.gov.uk](mailto:equalities@hertsmere.gov.uk).