

## Proposed Equalities Scheme 2017 - 2021

1. We will seek to ensure that we have an awareness of diversity in the community and the particular needs and priorities of minority groups, and take into account the equality impacts in preparing, reviewing and implementing policies and programmes and seek to mitigate any adverse impacts

### Specific actions

- we will review our local tax support scheme annually;
- we will support tenants to cope with welfare reform by providing advice, information and financial information;
- we will use equalities impact assessments;
- we will address needs and gaps indicated by reviewing service user information; and
- we will provide training to our workforce, including techniques such as toolbox talks, which facilitate health and safety discussions, so that the message reaches all staff including those in front line roles such housing repairs and waste and recycling.

2. We will ensure that equality is central to our thinking as we deliver our corporate plan

### Specific actions

- we will prepare a health and wellbeing strategy by Spring 2017, with elements that particularly focus on vulnerable and hard-to-reach groups within our community, including individuals who are socially isolated and those living with dementia;
- we will support those in sheltered housing to maintain good health by increasing physical activity sessions;
- we will keep our capital programme and its resourcing under review, including delivery of a £3.5m planned maintenance programme of investment in the council's housing stock;
- we will seek to obtain more resources for disabled facilities and home repair assistance grants by developing a new approach using a revolving fund.
- we will develop a voluntary sector support strategy
- we will carry out an equal pay review

3. We will seek to ensure when consulting with our community that we will endeavour to improve participation and representation of all its constituent elements, having regard to the legally protected characteristics under the Equality Act

### Specific actions –

- we will launch a new council tenant engagement initiative “Get involved”
- we will seek to monitor equalities information when people respond to key consultations

4. We will identify, and where possible address, the root causes of disadvantage and discrimination.

Specific actions –

- we will develop a vulnerable persons strategy based on evidence of need;
- we will ensure that we meet our safeguarding responsibilities.
- we will deal with relevant casework in accordance with our housing, homelessness and housing options and housing allocations policies and strategies.
- we will develop an action plan to address issues of poor quality housing, fuel poverty and slips and falls prevention in private sector rented housing, which will tie in with our health and wellbeing strategy.
- we will complete our programme of licensed caravan site inspections.
- we will have regard to the needs of the gypsy and traveller community as part of the new local plan making process

5. We will foster good relations between different groups and communities.

Specific actions

- we will; **monitor new Tenancy Sustainment Strategy and report progress to the Housing Board**
- we will monitor new anti-social behaviour policies and report progress to the Housing Board
- we will participate in the Syrian refugees voluntary resettlement programme.