

EQUALITY STRATEGY

2023-27

Strategic Neighbourhood Forum
East – 22 March 23



Background

- Equality Act 2010.
- Public Sector Equality Duty (PSED) – s149.
- Statutory duty – publish data annually about workforce and community.
- Statutory duty – publish at least one equality objective every 4 years.
- Strategy 2018-22 (with CCG).
- Strategy 2023-27 (agreed by Cabinet – 8 Feb)



Evidence

- LGA framework.
- All Equals Charter.
- Partnership Engagement Network etc.
- Inequalities Reference Group.
- Community Champions.
- Benchmarking.
- Data.



- 1. Continuous Effective Monitoring:** Improve our approach to monitoring performance in terms of equalities to enable transparency, accountability, and rigour.
- 2. Embedding Equalities in Service Change:** Embed equalities in service changes, strategy and policy development, and decision-making processes across the organisation through robust and rigorous Equality Analysis and Impact Assessments.
- 3. Cultivate Seldom Heard Voices in Engagement:** Expand and adapt our engagement and consultation approaches to increase the involvement of “seldom-heard groups” and ensure that their perspectives are central to strategy, policy, and service development.
- 4. Addressing Barriers to Information and Services:** Address and alleviate barriers to accessing Council information and services that protected groups encounter.
- 5. An Accepting Organisational Culture:** Instil an organisational culture and practice of acceptance of different staff needs and requirements to ensure that all staff, particularly those from protected groups, are valued.
- 6. Celebrating Diversity:** Promote and celebrate the value of diversity in Tameside, so that as an anchor institution, the Council can be a positive exemplar to the broader community.



Action Plan

- Insight – robust monitoring, dashboard.
- Access – language, physical and digital.
- Links – Health and Wellbeing Board & Inequalities Reference Group.
- Impact – review Equality Impact Assessment (EIA).
- Staff – training, groups.
- Learning – LGA equality accreditation.



| Equality Act 2010 | Local |
|---|------------------------------|
| Age | Carers |
| Disability | Breastfeeding |
| Gender reassignment | Armed forces veterans |
| Marriage & civil partnership | Mental Health |
| Pregnancy & maternity | Socio-economic |
| Race | Cared for children |
| Religion or belief | Care leavers |
| Sex | ? |
| Sexual orientation | |



Linked Work

Inequalities Reference Group:

- Digital exclusion.
- Social isolation and wellbeing.
- Voices of young people.
- Voices of people with learning disabilities.
- Community cohesion.
- Communication and language barriers.

Other:

- Poverty Truth Commission.
- Building Resilience: Tackling Poverty Strategy.
- Independent Advisory Group.
- White Ribbon accreditation.
- GM.

