

Equality Objectives 2016 – 2020



Introduction

The Public Sector Equality Duty which came into force in April 2011 requires all public bodies to publish one or more objective(s) that they think they should achieve in order to meet the General Duty. The General Duty requires us to:

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

We are required to publish our objectives every four years.

Our equality objectives are embedded in our Gedling Plan 2016-2019 and in its priorities, objectives, existing key outcomes and activities.

In this way we can ensure alignment of our equality objectives to our core business priorities. This also means that refreshment of our Gedling Plan will be the refreshment of our equality objectives as well. Although the specific duties require the Council to revise and publish refreshed objectives at least every four years, it is permissible to refresh more frequently than this.

This document highlights the equality related elements of our corporate objectives. Those elements are considered to be our equality objectives.

How we are meeting these equality objectives, will be a part of our regular performance reporting on our corporate objectives within Gedling Plan. This will provide a more frequent, mainstreamed means of assessing progress against the objectives without requiring additional performance reporting information.

Council's priority	People
	<p>Whilst some parts of Gedling borough are relatively prosperous, there are pockets of deprivation. Some areas of the borough fall within the 10% of most deprived areas in England and child poverty stands at 30% in some wards. Adult obesity is higher than the national average and childhood obesity is increasing. There is also a higher than national average number of mothers smoking at the time of giving birth. We have an increasingly elderly population; predictions indicate there will be a 77% increase in the number of over 80 year olds by 2021. These factors present challenges in targeting appropriate support and we will continue to work closely with Job Centre Plus, NHS Clinical Commissioning Group and other partners.</p>

Council's Objective	Reduce anti-social behaviour, crime and the fear of crime
Equality specific elements relating to this objective	To tackle: <ul style="list-style-type: none"> • exploitation of the vulnerable • reducing domestic violence • focusing efforts in those areas where crime and anti-social behaviour are the most prevalent
ACTIONS	<ul style="list-style-type: none"> • Provide a varied range of leisure activities for younger people
Sub - actions	<ul style="list-style-type: none"> • Introduce swimming lesson direct debit membership • Support the delivery of the 'Girls Make it Happen' project in Gedling's leisure centres • Develop a plan with partners for long-term sustainable leisure activities for children and young people • Provide positive activities for children and young people, on our flagship parks, in our leisure centres and for those living in Netherfield, Newstead and Killisick
Performance measures and targets The performance will be measured by case studies.	

Council's Objective	Reduce hardship and provide support to the most vulnerable	
Equality specific elements relating to this objective	To alleviate poverty and hardship where it already exists and to prevent it from happening.	
ACTIONS	<ul style="list-style-type: none"> • Create a programme of activities to create a more compassionate society across the borough • Source accommodation for refugees and liaise with specialist providers to resolve their support needs • Implement Locality Plans in the Council's priority neighbourhoods • Review and improve temporary housing • Establish and implement a Gedling menu of interventions to contribute to the County's Family Service 	
Performance measures and targets These are the key things we will measure our performance against.		
Indicators	Indicators 2016/17 target	
Percentage of households who considered themselves as homeless, who approached the Council, and for whom housing advice resolved their situation	13%	
Average time to process homeless applications	19 working days	
Average length of time spent in temporary accommodation	11 weeks	
Average time to process new Housing Benefit claims	12 days	
Average time to process Housing Benefit change in circumstances	4 days	
Time taken to process Housing Benefit/Council Tax Benefit new claims and change events	6 days	

<p>Council's Objective</p>	<p>Improve health and wellbeing</p>
<p>Equality specific elements relating to this objective</p>	<p>To tackle loneliness, dementia and mental health across the borough and will work with partners and community interest groups to achieve this.</p>
<p>ACTIONS</p>	<ul style="list-style-type: none"> • Undertake analysis to identify health inequalities across the borough and develop plans for improvement • Undertake analysis to identify health inequalities across • Develop initiatives that address loneliness, isolation and dementia • Implement a programme of activity to make Gedling a 'breast feeding friendly borough' • Work with partners to deliver activities to support those experiencing mental health issues
<p>Performance measures and targets</p> <p>The performance will be measured by case studies.</p>	

<p>Council's Objective</p>	<p>Promote and encourage pride, good citizenship and participation in the local area</p>
<p>Equality specific elements relating to this objective</p>	<p>To ensure that both young people and older people are an integral part of the Council's decision making process</p>
<p>ACTIONS</p>	<ul style="list-style-type: none"> • Support further development of Gedling Youth Council and ensure young people are an integral part of the Council's decision making process • Develop the Gedling Older Peoples' Advisory Group with a view to introducing a Senior Council
<p>Performance measures and targets</p> <p>The performance will be measured by case studies.</p>	

Council's Priority	Place
	<p>Within the borough, unemployment levels tend to be lower than the national average, however we have higher levels of youth unemployment and will focus on initiatives to help young people secure employment. No large industries are located within the borough and our businesses are predominantly public administration, education and health.</p>

Council's Objective	Ensure local people are well prepared and able to compete for jobs	
Equality specific elements relating to this objective	<ul style="list-style-type: none"> • To lower unemployment levels in the pockets of the borough where unemployment levels are higher than average • To lower unemployment levels amongst the borough's young people, which is the level that is higher than average 	
ACTIONS	<ul style="list-style-type: none"> • Gedling Borough Council to continue to offer a minimum of 16 pre-employment work experience placements a year • Co-ordinate range of work experience placements for school children, as part of the National Curriculum • Implement a rolling programme of apprenticeships within Gedling Borough Council, offering a minimum of 5 per year • Provide 2 paid intern opportunities within Gedling Borough Council on an ongoing basis • Encourage and incentivise local businesses to offer work experience and apprenticeships 	
Performance measures and targets These are the key things we will measure our performance against.		
Number of apprenticeships hosted within Gedling Borough Council		6
Number of pre-employment (or similar) work experience placements created in Gedling Borough Council		16
Number of internships or graduate-specific work placements created within Gedling Borough Council		2
Number of school-age work experience placements hosted in Gedling Borough Council in partnership with YouNG (and Economic Development)		6
Number of jobs fairs held to support residents to get into work and apprenticeships and support employers with their recruitment need		2
As part of supporting SME apprenticeships number of 16-24 year old Gedling borough residents supported to secure an apprenticeship		20

Number of employment agreements and pre-employment arrangements including pre –employment training, placements in education, apprenticeship starts and jobs created

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