

Birmingham City Council**Equality Objectives 2019 – 2023**

The general equality duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

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

As part of the Public Sector Equality Duty we are also required to publish one or more specific, measurable equality objectives every four years. The purpose of these objectives is to help us better perform the general equality duty, focusing on the outcomes to be achieved.

Objective 1

Understand our diverse communities and embed that understanding in how we shape policy and practice across the Council

How we will do this:

- Improve the collection and analysis of quantitative and qualitative information to inform and shape decisions on different equality groups.
- Work with our citizens and partner organisations, including the voluntary, community and faith sector, to ensure we use our community intelligence, data, and knowledge to deliver joined up policies and practice.

Objective 2

Demonstrate inclusive leadership, partnership and a clear organisational commitment to being a leader in equality, diversity and inclusion in the City

How we will do this:

- Measure and share our progress and achievements.

- Establish a senior equalities leadership group, led by the Cabinet Member for Social Inclusion, Community Safety and Equalities to challenge and drive improvement.
- Assess the impact of our decisions on socio-economic inequality as well as protected characteristics as defined in the Equality Act 2010.
- Having visible leadership by ensuring equality is reflected in corporate reporting, strategic plans and target setting. Additionally, adopt and promote a zero tolerance approach to discriminatory behaviour.
- Establish corporate equality champions, drawn from the council's senior management team, with specific responsibilities to raise awareness on equality issues and promote good practice.

Objective 3

Involve and enable our diverse communities to play an active role in civic society and put the citizens' voice at the heart of decision-making

How we will do this:

- Promote and review civic participation and the involvement of diverse communities in the decision making processes of the council.

Objective 4

Deliver responsive services and customer care that is accessible and inclusive to individual's needs and respects cultural differences

What we will do:

- Ensure comprehensive equality impact assessments are completed for all decisions impacting on services users and wider community.

Objective 5

Encourage and enable a skilled and diverse workforce to build a culture of equality and inclusion in everything we do

What we will do:

- Provide training on Equality Impact Assessment Toolkit to all council senior management teams.

- Reduce the proportion of 'unknown' equality data we hold on our employees.
- Review the diversity at all levels of our workforce to help identify areas for improvement.
- Take part in national benchmarking diversity schemes e.g. Stonewall Workplace Equality Index.
- Work with our staff networks and equality champions to reduce the numbers of grievances related to discrimination issues, particularly from BAME and disabled employees.
- Work towards achieving the national Disability Confident at Level 2/3.

Our equality objectives align with the principles of Birmingham's Community Cohesion Strategy. We will annually review and report progress on these objectives to Cabinet.