

Corporate Equality Objectives: 2015 -16

| High Peak Borough Council & Staffordshire Moorlands District Council | |
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| Equality & Diversity Scheme: Action Plan 2015 | |
| What do we want to achieve? (Equality Objectives) | What are we doing? |
| Knowing our communities | |
| To understand who lives in our communities and their needs. | <ul style="list-style-type: none"> Identifying Customer Relationship Management (CRM) data and customer information held within services and determining how this information can be monitored and used to influence service delivery. |
| Place shaping, leadership and commitment | |
| To clearly state our equality priorities and ensure that we have systems in place to achieve them. | <ul style="list-style-type: none"> Confirming the performance monitoring mechanisms for equalities linked to the service planning process for 2015/16 onwards. |
| Community engagement and satisfaction | |
| To ensure that we include those with 'protected characteristics' in our consultation and engagement processes. | <ul style="list-style-type: none"> Reviewing the consultation policy/strategy to ensure that mechanisms for reaching 'protected characteristic' groups are in place. |
| Responsive services and Customer care | |
| To ensure that equality performance actions are included in relevant service plans and monitored. | <ul style="list-style-type: none"> Ensure systematic completion of Equality Impact Assessments. |
| A modern and diverse workforce | |
| To ensure that our workforce reflects as far as possible the makeup of the community we serve | <ul style="list-style-type: none"> Reviewing the workforce balance as part of our workforce development strategy to put procedures in place to make the workforce more representative of our communities. |