

**Appendix A
Corporate Equality Objectives 2018/19**

High Peak Borough Council & Staffordshire Moorlands District Council	
Equality & Diversity Scheme: Action Plan 2018/19	
Equality Objectives	Action
Knowing our communities	
To understand who lives in our communities and their needs.	<ul style="list-style-type: none"> • Update the Community Profile (a resource which describes the makeup of our borough/district by protected characteristics) and promote its use to service managers. • See also consultation (below)
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"> • Ensure that measures are included in service plans as they are revised and brought together as an overall plan.
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"> • Update the consultation forward plans.
Responsive services and Customer care	
To ensure that equality performance actions are included in service plans and monitored.	<ul style="list-style-type: none"> • Incorporate consideration of equality impacts as part of the Modern Gov. committee management process. • Train managers to understand the equality impact assessment process.
A modern and diverse workforce	
To ensure that our workforce reflects as far as possible the makeup of the community we serve and has the necessary skills	<ul style="list-style-type: none"> • Pilot the use of a staff profile questionnaire (collecting information in relation to protected characteristics) and promote to staff. • Provide equality training for staff.