

## ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD: EQUALITY OBJECTIVES AND ASSOCIATED ACTIVITIES 2018-2022

Progress against these objectives is reported every 6 months to the Senior Leadership Team and Access Advisory Forum, and published annually to the RBWM website in line with the Public Sector Equality Duty. The objectives and associated activities are reviewed annually and refreshed as appropriate.

OBJECTIVE	ACTIVITIES	TIMEFRAME	LEAD TEAM	COLLABORATORS
<b>Take into account the equality impacts of our emerging proposals and seek to mitigate any adverse impacts where possible</b>	Improve the consistency and quality of EqlAs to influence and affect decision-making.	Apr 2018 – Mar 2022	Law and Governance	All services
	Review e-learning module and refresh as appropriate.	Apr 2018 – Mar 2022	Strategy and Performance	Human Resources
<b>Ensure that equality is reflected in our commissioning strategies</b>	Explore how best to reach out to under-represented groups with whom we need better engagement.	Apr 2018 – Mar 2022	Communications and Marketing	Strategy and Performance
	Use our Joint Strategic Needs Assessment to explore inequalities and disadvantage so as to strengthen and target our commissioning arrangements.	Apr 2018 – Mar 2022	Public Health	Strategy and Performance
<b>Identify, and where possible address, the root causes of disadvantage and discrimination</b>	Build our organisational intelligence capability in relation to protected characteristics data, and interrogate data and research inequalities linked to the protected characteristics.	Apr 2018 – Mar 2022	Strategy and Performance	All services
	Formalise arrangements with local groups for “mystery customer” scheme to solicit feedback on accessibility and availability of council services and buildings to inform improvements.	Apr 2018 – Mar 2022	Library and Resident Services	Strategy and Performance
	Review uptake of language and interpretation services to determine any appropriate developments.	Apr 2018 – Dec 2018	Strategy and Performance	All services
<b>Recruit and retain a diverse workforce that reflects the communities we serve and ensure our people feel valued and respected.</b>	Continue to encourage and welcome increasing numbers of job applications from disabled candidates.	Apr 2018 – Mar 2022	Human Resources	All services
	Outline the business benefits to employees of completing personal diversity records so that we can measure in what areas we are supporting our employees and those areas where we need to invest.	Apr 2018 – Mar 2022	Human Resources	All services
	Continue to ensure that the needs of employees with protected characteristics are met. This also includes liaison with wider employee forums.	Apr 2018 – Mar 2022	Human Resources	All services
	Deliver a range of a measures to improve opportunities for those who want to combine work with family or caring responsibilities.	Apr 2018 – Mar 2019	Human Resources	All services