

Lewes District Council and Eastbourne Borough Council Equality Objectives - 2018 to 2021

Objective 1:

We will ensure that equality and diversity is at the heart of everything we do and that good practice is embedded in the councils' culture and work. We will do this by:

- ensuring fair recruitment and staff development practices are in place
- developing consultation and engagement opportunities and supporting local communities to have a greater say in the way we design our services and make decisions about the future of the Eastbourne and Lewes district
- Establishing an effective shared Equality and Fairness review process across both councils.
- Providing translation and interpreting services to meet local needs
- Ensuring all councilors and staff receive appropriate learning opportunities so that good practice in equality and diversity is embedded in the culture and work practices of the organisation.

Objective 2:

We will build respect and understanding across our communities by working with them to tackle prejudice, discrimination and hate crime. We will do this by:

- Promoting equality and fairness in our work with voluntary and community organisations through community networks and training in liaison with voluntary sector partners
- Working to improve the Councils' understanding of the needs of different communities in the District through effective community profiling, consultation, liaison and involvement
- Engaging with representatives of protected groups in Eastbourne and Lewes district
- Working with partners in the Safer East Sussex Partnership, Local Safeguarding Children Board, Prevent Board, and Safeguarding Adults Board on counter terrorism, hate crime, modern slavery, human trafficking, domestic abuse and child exploitation.
- Delivering the councils' responsibilities for Prevent and Protect.

Objective 3:

We will promote fairness and accessibility. We will do this by:

- Developing and implementing an access policy covering the councils' buildings
- Ensuring relevant staff are trained and confident in responding to customer enquiries relating to access issues.
- Ensuring proposed developments, replacement and refurbishment of council properties are discussed in liaison with representatives of disabled people and their organisations.