

### Draft EBC Equality and Fairness Action Plan 2020/21

Ref	Action	Lead Officer	Target date
1.	Enhanced monitoring of specific service areas to identify any under/over representation, and consider ways to improve accessibility and fairness, particularly: <ul style="list-style-type: none"> <li>• Housing Register</li> <li>• LDC Tenants</li> </ul>	Strategy and Corporate Projects Officer – Thriving Communities & Strategy and Partnerships Lead – Housing and Communities	July 2021
2.	Enhanced monitoring of Hate Crime overrepresentation through the Community Safety Partnership, with strategic and joint consideration given to prevention and support.	Strategy and Partnerships Lead – Housing and Communities	July 2021
3.	Implementing new Web Content Accessibility Guidelines for webpages and published reports.	I.T and Democratic Services	October 2020
4.	Maintain and improve connections and involvement of protected groups, including through grants to the local voluntary sector and the Equality Stakeholder Panel.	Strategy and Corporate Projects Officer – Thriving Communities & Policy and Engagement Coordinator	July 2021
5.	Adopt a new Joint Domestic Abuse Policy to enable a robust and consistent zero tolerance response across the councils.	Strategy and Corporate Projects Officer – Thriving Communities	December 2020
6.	Amend policies and monitoring text as appropriate in light of any changes relating to Gender Recognition Act.	Strategy and Corporate Projects Officer – Thriving Communities	When published
7.	Complete the review of personal titles (honorifics) used within council systems to ensure they are inclusive, and	Relevant Project Coordinator	Once Census questions

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	in line with 2021 Census questions.		are published.
8.	Adopt the International Holocaust Remembrance Alliance Working Definition of Antisemitism.	Strategy and Corporate Projects Officer – Thriving Communities	September 2020
9.	Design and implement an Accessibility Audit of council buildings.	Policy and Engagement Coordinator	September 2020
10.	Create, promote and administrate a new fund specifically to support groups and projects which seek to make services, spaces and events more accessible for disabled people.	Strategy and Corporate Projects Officer – Thriving Communities	April 2020
11.	Design and facilitate an Accreditation Scheme through which local businesses can receive support to become more accessible.	Policy and Engagement Coordinator	September 2020
12.	Refresh and re-publish equality information for council staff on the website.	HR Business Partner	November 2020
13.	Undertake an equality monitoring capture of current councillors, with a mechanism put in place to collect equality information as part of future elections.	Strategy and Corporate Projects Officer – Thriving Communities	October 2020
14.	Include the promotion of activities around Windrush Day to the calendar of significant equality related events supported by the council through the year, such as Holocaust Memorial and World Aids Days.	Policy and Engagement Coordinator	December 2020, January & June 2021
15.	Continue prioritising funding for projects which promote the inclusion of communities and groups protected under the Equality Act.	Strategy and Corporate Projects Officer – Thriving Communities	April 2021

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16.	Obtain a Photosymbol license to facilitate public facing documents being produced in easy read formats.	Strategy and Corporate Projects Officer – Thriving Communities & Customer Communications & Engagement Lead	September 2020
17.	Commit to an anti-racist stance, and challenge prejudice.	All	October 2020
18.	<p>Further enhance the application of equality principles when granting council licences, particularly with regard of the three aims, to:</p> <ul style="list-style-type: none"> <li>• Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act;</li> <li>• Advance equality of opportunity between people who share a characteristic and those who do not share it;</li> <li>• Foster good relations between people who share a characteristic and those who do not share it.</li> </ul>	Specialist Advisor - Licensing	November 2020