

Vision

This document sets out the Council's approach to the Public Sector Equality Duty requirements of the Equality Act 2010 and the aims of the Sefton Vision 2030.

Expected Outcomes

- Improved awareness and understanding of equality and diversity by both employees and residents
- Residents have a positive experience of services that are equality informed and sensitive to their needs
- Improved community cohesion
- Compliance with the Public Sector Equality Duty
- Annual review and update of our action plan
- Reduction in discrimination and harassment such as hate crime
- Improved partnership working across the Borough

Sefton Equality and Diversity Objectives 2020 — 2022

- **Protect the most vulnerable :- People feel safe and supported and are free from discrimination and harm**
- **Foster good relations and promote understanding between people from different groups and backgrounds across Sefton**
- **Make sure all staff will have the skills and knowledge to meet the needs of diverse and vulnerable groups, and our communities.**
- **Equality and Diversity are taken into account in decision making and service planning**
- **Sefton Council is an employer for all**

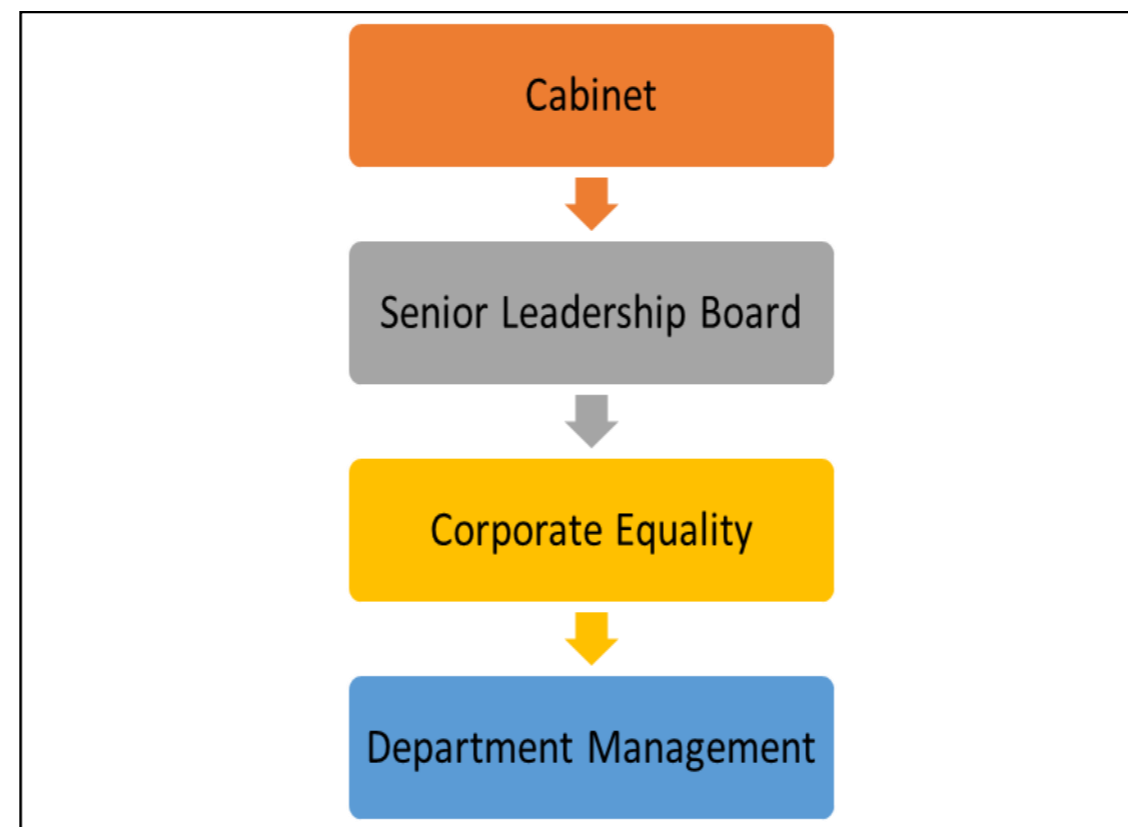
Interdependencies

- Equality Act 2010 and Public Sector Equality Duty. Protected characteristics:
 - Age
 - Disability
 - Gender Reassignment
 - Marriage or Civil Partnership
 - Pregnancy and Maternity
 - Race
 - Religion or Belief
 - Sex
 - Sexual Orientation
- Sefton Vision 2030
- Corporate and Departmental plans
- Safer and Stronger Communities Plan
- Accessible Communications Policy

Achievements to Date

- Disability Confident Employer
- Navajo Chartermark
- Active forums to give people the opportunity to have their voices heard
- Consultation Standards Panel ensuring that decisions are taken backed by sufficient information
- Equality and Diversity training for staff
- Hate Crime Awareness training for staff and volunteers working across Sefton
- Sefton Hate Crime MARAC
- Improving Information Group and Accessible Information Advocates

Responsibility for this Strategy



Risks

- Failure to understand the diverse needs of our residents and customers
- Reputational damage
- Poor employee relations leading to increased staff costs
- Failure to realise the benefits of a diverse workforce
- Failure to meet the requirements of the Equality Act 2010
- People within our community living in fear of discrimination and harassment
- Reduction in community cohesion