

West Berkshire Council Equality Objectives 2015-19

<p>Equality Duties:</p> <p>(i) Eliminate unlawful discrimination, harassment & victimisation</p> <p>(ii) Promote equality of opportunity</p> <p>(iii) Foster good relations between people who do and do not share a protected characteristic</p>	<p>Equality Objective 1: Ensure our workforce is reflective of our communities (from Council Strategy 2014/15)</p>
	<p>Performance Measures:</p> <p>(i) On an annual basis, review percentage of council staff with protected characteristics compared to census data.</p> <p>(ii) Produce a comparison of responses from staff with a disability in the employee attitude surveys for 2015/16 and 2018/19 to monitor the effect of the work of the Including Everyone Board with the Disability Staff Network.</p> <p>(iii) Produce data showing representation of protected characteristics in more senior roles within the council.</p>
	<p>Equality Objective 2: Endeavour to minimise discrimination, harassment and victimisation and advance equality of opportunity for employees and all members of our communities (from Council Strategy 2014/15)</p>
	<p>Performance Measures:</p> <p>(i) Document the number of employees and Members who have taken part in mandatory equality and diversity training at least every 3 years.</p> <p>(ii) Produce comparison data for responses to question 44 in employee attitude surveys for 2015/16 and 2018/19 'I would feel free to report bullying/harassment without worrying that I would be treated in a negative way'</p>
	<p>Equality Objective 3: Implement new ways of working to develop communities to be more resilient in meeting the needs of vulnerable people (from Council Strategy 2015/19)</p>
<p>Performance Measures:</p> <p>(i) Tackle loneliness and social isolation by increasing the number of people who have connected with a service through the village agents' volunteer scheme.</p> <p>(ii) Approve 80% of high priority Disabled Facilities Grants within 9 weeks of receipt of full grant application.</p> <p>(iii) Number of volunteers and staff who have received restorative practice training.</p>	

	<p>Equality Objective 4: Close the education attainment gap for vulnerable pupils people (from Council Strategy 2015/19)</p>
	<p>Performance Measures:</p> <ul style="list-style-type: none"> (i) Year 1 Phonics: Proportion of pupils eligible for free school meals (FSM6) achieving expected level in Phonics decoding. (ii) To improve on 2015 rankings for disadvantaged pupils in KS2 for 2016 (iii) To improve on 2015 rankings for disadvantaged pupils in KS4 in 2016

E&D/2012 onwards/Performance/2015-16/Final WBC EOs with amended PMs 2017