

## **Corporate Equality Objectives 2021–25**

Since April 2012, the Public Sector Equality Duty has required us to set one or more equality objectives at least every four years.

This paper outlines what we aim to achieve over the next four years.

### **What we aim to achieve 2021-25**

The council will continue, corporately to undertake these strategic equality objectives:

1. To pay due regard to Public Sector Equality Duty through any policy or service change.
2. To monitor diversity of staff and customers, where appropriate, to understand what types of people are and are not using our services or being employed by us and act where necessary.
3. Provide staff with equality and diversity training.
4. Create accessible online services and documentation which can be used by as many people as possible. Alongside the accessibility regulations for local government.

In addition to continuing with the three objectives above we will:

5. Work with staff to transform our values and behaviours set.
6. Align our equality monitoring questions to the new Census 2021 equality questions where appropriate.

These are overarching objectives. Work is planned over the coming years across all council services to ensure we are as accessible as possible in the way that meets our customer, staff and partners needs.