

DRAFT
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 breakdown of responses for the protected characteristics within the employee attitude survey 2015/16 to see if any specific areas requiring action are highlighted.</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) Report performance data on council employees' positive and negative experiences relating to discrimination, harassment and victimisation.</p> <p>(iii) Report proportion of Stage 1 Equality Impact Assessments undertaken for all new and revised policies/ services entered into the executive cycle in order to check whether there will be any potential adverse impacts on people with protected characteristics.</p> <p>(iv) Report percentage of external contractors for contracts over £100,000 whose compliance with the council's Equality Policy has been reviewed on an annual basis.</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) Number of volunteers obtained through the village agents' volunteer scheme, focusing on, targeting rural areas and adult social care users.</p>	

Appendix C

	<p>(ii) Number of vulnerable people accessing the council’s adult and children’s services. (iii) Number of voluntary sector partners engaged in community building activity. (iv) <i>Number of volunteers who have received restorative practice training.</i> (v) <i>Number of communities involved in the Building Community Together who have developed their action plans.</i> Performance measures (iv) and (v) added following consultation with the IEB</p>
	<p>Equality Objective 4: Close the education attainment gap for vulnerable pupils</p>
	<p>Performance Measures (taken from the Council Strategy 2015/19): (i) Size of the educational attainment gap. (ii) Year 1 Phonics: Proportion of pupils eligible for free school meals achieving expected level in Phonics decoding. (iii) KS4: Proportion of children eligible for free school meals who achieve 5+ A*-C grades at GCSE inc English & Maths.</p>

E&D/2012 onwards/Performance/2015-16/WBC EOs 2015 revised without narrative