

## **SMBC Equality Objectives - January 2020- 2024**

Under the Equality Act 2010. The Council is required to publish one or more equality objectives every four years.

We will continuously review our objectives to ensure they meet the ambitions of the Council in advancing equality and the duties of the Act.

### **Objective 1:**

**Understand the changing nature of the borough and the impact the changes may have on the lives of people in the borough and the services we provide.**

We will do this by:

- improving the way we gather, use and share information appropriately
- improving the involvement and engagement of the diverse communities living within the borough
- working with communities so that they are confident that their views are taken into account
- creating ways so that we maximise how communities have a say in the decision making process

### **Objective 2**

**Promote inclusion and celebrate equality and diversity by engaging with local communities across the borough, Council employees and partners.**

We will do this by:

- challenging negative views and promote more cohesive communities
- making communities feel secure
- engaging with a wide and diverse range of communities

### **Objective 3:**

**Ensure that equality considerations are better built into, and evidenced in the Council's business planning processes.**

We will do this:

- Through the Priorities and Key Programmes that set out in Solihull's Council Plan
- The Council's decision making process
- Our consultation and engagement with local people across the protected equality characteristics
- Accessible services that respond to the different and changing needs of the communities in the borough.

### **Objective 4:**

**Foster an accessible and inclusive working environment for all our staff.**

We will do this by:

- having employment policies and practices that are fair, flexible and address equality issues
- ensuring that employees feel supported at work and that their experiences are positive
- striving for a workforce that represents the community it serves
- establishing workforce focus or employee group(s)
- providing all employees with opportunities to engage in training and learning
- making sure that every employee understands and engages in the Council's equality duties and objectives
- conducting workforce equality monitoring and encouraging more self-declaration on all equality groups where the declarations are low