**Gosport Borough Council**

**Corporate Equality Objectives**

**2022-2026**

**Objective 1: Improve our understanding of Gosport’s community and its needs, through consultation and engagement, to complement existing data sources (e.g. Census data)**

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| **Specific actions** | **Why is this action required?** | **Equality Objective measure** |
| Guidance and templates for standard equality monitoring questions will be reviewed annually and promoted for use with customer engagement and feedback surveys and consultations as appropriate | To ensure the council has information about access to and experience of our services in relation to key equality groups, which can be used to inform service improvement and development | Uses of the corporate equality monitoring questions will be recorded and the analysis of their results will inform decision making. |
| Continue to engage with a range of groups, organisations, and forums, and establish further links where necessary, so that our understanding of Gosport’s community and its needs remains current and gaps in our understanding are filled | To ensure we have robust and current information about new and emerging groups and their needs in Gosport to help the council, its partners and communities to improve the lives of residents | Information about new and emerging groups and needs will be shared internally with services and externally with partners via the Council’s information networks, partnerships and forums and can be recorded. |
| Continue to require Equality Impact Assessments are completed at an early stage before changes are made to any existing policies, strategies or functions and when new ones are being explored | To help ensure any potential adverse impact of any changes to or new policies, strategies and functions have been sufficiently assessed and mitigated for all protected characteristics as well as other known marginalised groups before any implementation takes place. | There is a record of all Integrated Impact Assessments that have been completed and attached to Board Reports. Recommendations for further consultation and/or mitigating actions required are also recorded. |

**Objective 2: Continue to celebrate diversity and promote inclusion within our workforce and community**

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| **Specific actions** | **Why is this action required?** | **Equality Objective measure** |
| |  | | --- | | Work with our partners to support local and national diversity awareness and inclusion activities, particularly for those who feel especially marginalised and vulnerable to abuse and discrimination. | | |  | | --- | | To foster positive relations and better understanding and acceptance between people with different protected characteristics | | The range of diversity awareness and inclusion activities will be recorded and promoted via the Council’s communication channels. These may include, but are not limited to Hate Crime Week, White Ribbon Days of Action, LGBTQ Pride events, Holocaust Memorial Day, Disability Awareness Day, etc. |
| Promote diversity awareness information and the resources available about different groups within Gosport’s community. | To raise staff awareness of and confidence in engaging with the diversity within our community and foster greater understanding of the challenges faced by particular groups. | The number of awareness messages and additional equality & diversity training opportunities offered will be recorded and completion of additional training is also recorded. |
| Annually update and publish latest available information on Gosport’s diversity profile | Improved understanding of Gosport’s population and diversity profile can help local organisations and the Council plan and tailor services to better meet their needs | Local information will be used to update the Borough’s Diversity Profile along with other available data from Census, Health and other reliable data on the Borough’s population |

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