

BROXBOURNE BOROUGH COUNCIL EQUALITY & INCLUSION ACTION PLAN 2023-27

ACTION	LEAD MEMBER/OFFICER
1 Ensure the Council's services meet the changing needs of all service users	
1.1 Update and improve Equalities Impact Assessments.	Corporate Policy Manager Leader of the Council
1.2 Continue to promote opportunities for residents from under-represented groups to participate in sport, including women and girls, people with disabilities and older people.	Community Development Manager Cabinet Member for Leisure and Health
1.3 Set a corporate policy for the use of interpretation services.	Communications Manager/Housing Managers Cabinet Member for Housing and Community
1.4 Ensure that corporate priorities, including those relating to equalities, are considered in the evaluation of bids for Council grants.	Head of Support Services Chairman of the Grants Panel
2 Review and monitor services to ensure a high standard of service	
2.1 Review service provision and complaints to ensure that needs of people who have disabilities and those who do not have access to online services are met well.	Director of Finance? Leader of the Council
2.2 Continue to improve Council's website and social media use to ensure they are as accessible as possible for people who have a visual impairment.	Digital Team Deputy Leader and Cabinet Member for Environment
2.3 Introduce demographic monitoring for users of non-statutory services, e.g. leisure, to identify underusing groups in the local community, and take action on the findings.	Relevant managers, including Leisure Centres Manager Cabinet Member for Leisure and Health; Cabinet Member for Housing and Community

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3 Engage effectively with local residents	
3.1 Organise annual consultation workshop with local community groups under the auspices of the Local Strategic Partnership; publish and act on the findings.	Corporate Policy Manager Leader of the Council
3.2 Continue to consult residents about development proposals and service changes, and where relevant, identify if there are different responses between groups in the community.	Director of Place Cabinet Members for Planning and Economic Growth
3.3 Engage with the elected Youth Council to help them develop their agenda and to ensure the views of local young people are heard	Community Development Manager Leader of the Council
4 Ensure the Council's workforce is committed to equality.	
4.1 Ensure new staff receive training to ensure they understand the potential for discrimination and that they implement equality best practice.	Human Resources Manager Cabinet Member for Finance
4.2 Ensure all managers receive training to deliver on equalities in employment and service delivery and are equipped to carry out an equalities impact assessment and to act on the results.	Human Resources Manager Cabinet Member for Finance
4.3 In forthcoming review of HR policies, ensure all new policies meet equality best practice.	Human Resources Manager Cabinet Member for Finance
4.4 Introduce demographic monitoring for recruitment and use the results to improve recruitment practices.	Human Resources Manager Cabinet Member for Finance
5 Promote community cohesion and equality through partnership working, and in procurement and commissioning	
5.1 Continue actions to reduce incidents of domestic abuse and hate crime, and to safeguard children and vulnerable adults.	Community Safety Manager, Community Development Manager Cabinet Member for Housing and Community

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3.2 .Hold the annual St George’s Day festival in April and support the EMA to deliver the Celebrating the Community Event, with music, performances and food from a wide range of cultural groups in Broxbourne.	Community Development Manager Cabinet Member for Housing and Community
3.3 Working with NHS and community partners, take action to reduce health inequalities in the Borough by improving access and providing health interventions in neighbourhoods through a Healthy Hub, and the project to tackle Type 2 diabetes inequalities.	Corporate Policy Manager Cabinet Member for Leisure and Health
3.4 Continue work through the Broxbourne Community Partnership to improve the health and welfare of local residents, particularly those who are disadvantaged.	Community Development Manager Cabinet Member for Housing and Community
6 Work in partnership with others to address economic inequalities	
6.1 Implement the skills strategy, working in partnership with local businesses, Job Centre Plus, Hertford Regional College and others to help residents develop their skills to find employment.	Economic Development Manager Cabinet Member for Economic Growth
6.2 Provide digital skills training and basic skills training from the Waltham Cross Community Hub.	Economic Development Manager Cabinet Member for Economic Growth
6.3 Implement the homelessness strategy and maximise construction of affordable housing, in partnership with developers and housing associations.	Housing Managers Cabinet Member for Housing and Community
6.4 Consider local equality issues when considering projects for s106 funding.	Director of Place Cabinet Member for Economic Growth