

EQUALITY & DIVERSITY OBJECTIVES 2021 - 24

E & D Steering group meeting – 6.9.21

No.	OBJECTIVES	ACTIONS	MEASURES	Corporate Strategy Priority Outcome
1	Equality and inclusion is at the heart of everything we do	Due regard undertaken to equality impacts in decision-making	Percentage of cabinet reports that include a robust equality impact assessment.	OUTCOME 3: HEALTH AND COMMUNITIES - Residents live healthy, independent lives, with the most vulnerable protected. OUTCOME 4: ORGANISATION - Rugby Borough Council is a responsible, effective and efficient organisation.
		Support E & D Steering Group and SMT to develop clear equality objectives and measures that address inequalities in the local community or within the workforce.	Improved information on the communities of Rugby	
		Equality objectives embedded in all core Council strategies	Percentage of Core Council Strategies that include equality objectives and measures.	
2	Improve the quality of equality data collected from our customers and staff and ensure it is used to inform equality impact assessments and council decision making processes with regard to policy, service design and delivery.	Review Equality, Diversity and Inclusion Strategy incorporating Equality Monitoring Guidance to standardise collection of data.	Percentage increase in the equality data collected across services and from staff	OUTCOME 4: ORGANISATION - Rugby Borough Council is a responsible, effective and efficient organisation.
		Services to follow Equality Monitoring guidance and Community Engagement strategy to support co-production of service design and delivery	Improved use of community data as evidence base for EqIAs.	
3	To develop and foster good relations between different groups and communities.	Services to follow Equality Monitoring guidance to standardise collection of data to better	Data supporting / identifying gaps in service provision between different groups and communities.	OUTCOME 3: HEALTH AND COMMUNITIES - Residents live healthy, independent lives, with

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		understand the communities of Rugby	Increase in satisfaction between different groups and communities Communities feel safe – reduction in Hate crime	the most vulnerable protected.
4	Diverse workforce that better reflects the community it serves	Review workforce diversity data held on iTrent	Increase in the number of employees completing sensitive equality information on iTrent	OUTCOME 4: ORGANISATION - Rugby Borough Council is a responsible, effective and efficient organisation.
		Review / undertake Workforce Planning to identify any skills gap and training required	Delivery on actions identified, specifically those related to understanding the diverse needs of the community	
5	All employees feel safe, valued and supported	Promotion of equality, dignity and respect at work	Increase in the proportion of employees who feel that they have been treated with dignity and respect by managers and colleagues.	OUTCOME 4: ORGANISATION - Rugby Borough Council is a responsible, effective and efficient organisation.
		Due regard undertaken to the equality impact of HR policies	Increase in number of HR policies with robust EqlAs	
		Supported Employee Network	Increase in diversity activities promoted and supported by network	
		Gender pay gap reporting	Reduction in median and mean pay gap year on year	