

## **Equality, Diversity & Inclusion Objectives 2017 - 2020:**

**Objective 1:** Integrate accessibility for disabled people across core service transformation initiatives

**Objective 2:** Strengthen hate incident recording and reporting protocols and better integrate these within safeguarding practice, to safeguard vulnerable people in Norfolk from hate incidents

**Objective 3:** Implement the final phase of the Children's Services Equality Plan 2015/16 - 2017/18 in accordance with agreed timescales

**Objective 4:** Ensure that Promoting Independence strategy reflects the needs of all

**Objective 5:** Build an organisational culture that respects and values difference in Norfolk County Council



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# Equality & Accessibility Objectives 2017-2020

Ref.	Objective	Priority	End date	Sponsor
1	<b>Integrate accessibility for disabled people across core service transformation initiatives</b>	<p>a) Assess and 'rate' existing levels of accessibility across services and set realistic targets, enabling an evidence-led approach to delivering accessibility improvements. This will include publishing access statements for disabled people on our internet about our premises and locations.</p> <p>b) Undertake an annual review of the latest guidance on accessibility, to explore innovations to achieve a more accessible Norfolk.</p> <p>c) Engage with disability-led access groups in Norfolk and strategic partners, to explore how Norfolk could better incorporate accessibility into service planning and design (e.g. through new technology or consistent design principles).</p>	<p>31 March 2020, reporting on progress annually to Policy &amp; Resources Committee</p> <p>From 1 April 2017</p> <p>Discussions to take place from April 2017 to December 2017.</p> <p>List of barriers to access identified by 31<sup>st</sup> March 2018, to enable next steps to be agreed</p>	Executive Director for Community & Environmental Services
2	<b>Strengthen hate incident reporting protocols and integrate within safeguarding practice, to safeguard older, disabled, Black, Asian and minority ethnic, lesbian, gay bisexual and transgender people and people from minority faith groups</b>	<p>a) Implement recommendations of Norfolk's audit of hate incident reporting:</p> <ul style="list-style-type: none"> <li>• Revise existing Multi-Agency Protocol on Hate Incident Reporting</li> <li>• Embed hate incident reporting protocols within safeguarding practice</li> <li>• Clarify third party reporting arrangements</li> <li>• Review and deliver refreshed learning</li> </ul>	We will review progress in October 2018, reporting to Policy & Resources Committee on whether the audit findings have been satisfactorily addressed.	Executive Director of Adult Social Care

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		and development		
3	<b>Implement the final phase of the Children's Services Equality Plan 2015/16 - 2017/18 in accordance with agreed timescales</b>	<p>a) Develop and extend our evidence and data base to improve analysis and highlight differences in relation to outcomes for particular groups of children and young people in Norfolk</p> <p>b) Implement the film we co-produced with 50 young people from diverse backgrounds in Norfolk across staff in Children's Services (and other teams and partnerships as appropriate) to make sure that work with young people with protected characteristics is influenced by the voice of the child.</p> <p>c) Develop an Accessibility Strategy for schools.</p> <p>d) Hold a Children's Services equality conference for members, staff and partners, co-hosted and planned with young people, to consider key issues e.g. that the average age of perpetrators of hate incidents in Norfolk is 15, hear best practice, inform strategy and sustain a collective vision on equality for children and young people.</p>	<p>31 March 2018</p> <p>Film implemented across all teams by March 2018</p> <p>30 April 2018</p> <p>2018 (date to be confirmed)</p>	Executive Director of Children's Services

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4	<b>Ensure that our Promoting Independence programme reflects the needs of all</b>	Work with service users from a diverse range of backgrounds, including those who are Black, Asian and minority ethnic, lesbian, gay, bisexual, transgender and intersex and from minority faith groups, to ensure that our Promoting Independence programme is inclusive and reflects the needs of all.	31st March 2020	Executive Director of Adult Social Care
5	<b>Build an organisational culture that respects and values difference in Norfolk County Council</b>	<p>(a) Revise the Council's equality policy, to ensure that staff understand their responsibilities to respect and value difference in the county and across the workforce, and to include everyone in making Norfolk a great place to live, work and visit.</p> <p>(b) Review all HR policies to ensure they reflect and promote equality and accessibility, and inform a culture that respects and values difference.</p> <p>(c) Review the resources available to members, managers and staff to assist them to apply the policy, and improve our learning and development offer regarding a culture that respects and values difference.</p> <p>(d) Review current data on workforce diversity and consider how we might improve collection, target setting and reporting.</p> <p>(e) Review opportunities for benchmarking our progress on equality and inclusion</p>	<p>Publish the revised policy by January 2018</p> <p>By 31 March 2020</p> <p>By 31 March 2020</p> <p>By 31 March 2018</p>	Head of Human Resources

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		<p>across the workforce, such as Stonewall's equality index, and identify appropriate actions.</p> <p>(f) Develop our communication and promotional plan to support embedding the revised Equality, Diversity and Inclusion Policy.</p>	<p>By 31 March 2018</p> <p>By 31 March 2018</p>	