

BROXBOURNE BOROUGH COUNCIL EQUALITIES ACTION PLAN 2019-21

ACTION	LEAD OFFICER/MEMBER
1 Ensure the Council's services meet the changing needs of all service users	
1.1 Transformation – with the introduction of the new reception, the new website and online service delivery, ensure that needs of people who have disabilities and those who do not have access to online services are met well.	Director of Finance Communications Manager Deputy Leader and Cabinet Member for Environment
1.2 Carry out equalities impact assessments (EIAs) when considering policy or service changes, and act on the findings.	Corporate Policy Manager The Leader of the Council
1.3 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 Housing and Community Services.
1.4 Continue actions to reduce incidents of domestic abuse and hate crime, and to safeguard children and vulnerable adults.	Community Safety Manager Community Development Manager Housing Assessment Manager Cabinet Member for Housing and Community Services.
2 Help address economic inequalities in partnership with other organisations	
2.1 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 The Leader of the Council
2.2 Continue to offer work placements and work experience to help local residents into employment.	Personnel and Payroll Manager Cabinet Member for Finance and Business Services
2.3 Implement the homelessness strategy	Interim Head of Housing Cabinet Member for Housing and Community Services

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2.4 Continue work to mitigate the effects of welfare reforms on homeless people and people on low incomes, and help them to adjust to the introduction of universal credit.	Interim Head of Housing Cabinet Member for Housing and Community Services
2.5 Continue to implement the Waltham Cross Regeneration Strategy with partners, seeking external funding to facilitate the works.	Economic Development Manager Head of Community Infrastructure Cabinet Member for Planning and Regeneration
3 Provide effective and inclusive consultation and engagement mechanisms	
3.1 Continue to consult residents about plans for significant developments and improvements in their local areas.	Head of Planning and Development Cabinet Member for Planning and Regeneration
3.2 Ensure relevant questions from the planned survey of residents can be analysed to identify if there are differences between residents, specifically on grounds of ethnic origin, gender, age group and disability status.	Communications 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.	Head of Personnel and Payroll Cabinet Member for Finance and Business Services
4.2 Ensure all managers are briefed and understand how to carry out an equalities impact assessment and to report on the results.	Corporate Policy Manager Leader of the Council
5 Fulfil the Council's duty to promote community cohesion and equality through partnership working, procurement and commissioning	
5.1 .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 Services
5.2 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

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5.3 As the UK leaves the EU, work with community partners to ensure residents with EU passports know how to apply for settled status, and to maintain good community relations during the transition.	Corporate Policy Manager Chief Executive Cabinet Member for Housing and Community Services
5.4 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.	Corporate Policy Manager Cabinet Member for Housing and Community Services