

## Public Sector Equality Duty Report, 2023/24

The general duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

1. eliminate unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the act
2. advance equality of opportunity between people who share and people who do not share a relevant protected characteristic
3. foster good relations between people who share and people who do not share a relevant protected characteristic

Theme	Actions	1	2	3
<b>Equality Objectives</b>	<ul style="list-style-type: none"> <li>• Published in 2022. <i>See website</i></li> <li>• Published new Equality, Fairness &amp; Inclusion Policy. <i>See website</i></li> <li>• Review of language &amp; communication support process</li> </ul>	√	√	√
<b>Decision Making</b>	<ul style="list-style-type: none"> <li>• Report templates include a dedicated <i>Implications for Equality</i> section</li> <li>• Rigorous Equality &amp; Fairness Analyses processes</li> <li>• Support for officers and decision makers</li> </ul>	√	√	√
<b>Training</b>	<ul style="list-style-type: none"> <li>• Member Induction training on EDI</li> <li>• Mandatory EDI induction for new staff</li> <li>• Switchboard LGBT+ training for staff</li> <li>• Trauma-informed approaches</li> </ul>	√	√	√
<b>Campaigns &amp; Promotion</b>	<ul style="list-style-type: none"> <li>• FB Live: <i>(Seahaven Pride, Cheeky Wipes, Feeling the Pinch)</i></li> <li>• Annual 'calendar of events' comms</li> <li>• Maintained theatre Assisted Companion Scheme</li> <li>• Look Again Supergraphics Newhaven</li> </ul>		√	√
<b>Gender Equality</b>	<ul style="list-style-type: none"> <li>• Gender Pay Gap Report</li> <li>• Domestic Abuse Housing Alliance Accreditation</li> <li>• New policies on DA &amp; Gender Based Violence</li> <li>• Grant to support women &amp; girls experiencing DA</li> </ul>	√	√	√

	<ul style="list-style-type: none"> <li>• IWD promotion including Clock Tower</li> <li>• Women &amp; Girls Champion position created</li> </ul>			
<b>Funding</b>	<p>Grants toward supporting:</p> <ul style="list-style-type: none"> <li>• Youth engagement activities</li> <li>• Children with disabilities &amp; long-term health conditions</li> <li>• Residents who are Deaf/ hearing impaired</li> <li>• Residents experiencing sight loss/ sight impairment</li> <li>• Cultural &amp; ethnic engagement</li> <li>• Accessibility &amp; disability engagement</li> <li>• Women &amp; girls experiencing DA</li> </ul>	√	√	√
<b>Engagement</b>	<ul style="list-style-type: none"> <li>• Cultural Involvement Group</li> <li>• Access Group</li> <li>• Equality Stakeholder Group</li> </ul>	√	√	√
<b>Socio-economic inequality</b>	<p>Grants &amp; support for:</p> <ul style="list-style-type: none"> <li>• Welcome Spaces</li> <li>• Specialist Advice Services</li> <li>• Food Banks &amp; Food initiatives</li> <li>• Residents facing Digital Exclusion</li> </ul> <p>Facilitation/ Membership of</p> <ul style="list-style-type: none"> <li>• Cost of Living Partners Action Group</li> <li>• LD Food Partnership Steering Group</li> <li>• Multi-Agency Financial Inclusion Group</li> <li>• Eastbourne Food Partnership</li> </ul>		√	
<b>Community Safety</b>	<ul style="list-style-type: none"> <li>• Tackling incidents of Hate Crime &amp; DA</li> <li>• PREVENT</li> <li>• Funding (e.g youth engagement)</li> </ul>	√		