

## **Lewes District Council and Eastbourne Borough Council Equality Objectives 2022 - 2026**

### **Objective 1:**

We will ensure that Equality, Fairness and Inclusion is at the heart of everything we do, and that good practice is embedded in the councils' culture and services. We will do this by:

- Ensuring new councillors have access to training and ongoing support on Equality, Fairness & Inclusion. Training will be designed in consultation with local groups.
- Providing training and guidance on Equality Duties and Equality & Fairness Analysis for new staff within the council, with refresher training available to teams.
- Continuing to support and promote significant dates in the year (such as Pride, Black History Month, Purple Tuesday and International Women's Day).
- Funding projects through the Community Grants Programmes which promote the inclusion of communities and groups protected under the Equality Act. In addition, we will continue to ensure that all charities/groups in receipt of funding have policies in place that support equality and inclusion.
- Producing new and dedicated policies for staff and residents around domestic abuse incorporating the Domestic Abuse Housing Alliance accreditation.
- Concluding the planned programme of Accessibility Audits of council buildings.

### **Objective 2:**

We will work to improve policy and practice in line with issues facing our communities and staff, particularly in regard of the three aims, to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advance equality of opportunity between people who share a characteristic and those who do not share it;
- Foster good relations between people who share a characteristic and those who do not share it.

Additionally we will:

- Enhance the application of equality principles when granting council licences that may have an impact on protected groups.
- Continue work which recognises the impact of the cost-of-living crisis in our communities (such as the Council Tax Reduction Scheme).
- Continue to engage with and seek advice from local inclusion groups including the Access Groups and Cultural Involvement Group.
- Develop and maintain ways for staff to feel connected and included with the move to home-based working (where applicable) including mentor opportunities and inclusive engagement groups.

- Analyse information produced by the Census 2021 to identify over/under representation of specific groups, and to understand impacts on local areas through Equality & Fairness Analyses.
- Conduct a scheduled review of the councils' strategies around homelessness, with the aim to bolster our preventative activities, and implement sustainable solutions to housing support and future housing options.
- Implement any requirements of the Charter for Social Housing Residents; ensuring that our social housing residents feel listened to and are treated with the dignity and respect.