

Equality Objectives 2016-2020



Introduction

The public sector **Equality Duty** (section 149 of the Act) came into force on 5 April 2011. The Equality Duty applies to Three Rivers District Council. It requires the Council to consider how different people will be affected by its activities, helping it to deliver policies and services which are efficient and effective; accessible to all; and which meet different people's needs. The Equality Duty is supported by **specific duties**, set out in regulations which came into force on 10 September 2011. The specific duties require the Council to prepare and publish one or more specific and measurable equality objectives. We published our first set of objectives in March 2012. This document covers our second set of objectives and runs from April 2016 to March 2020. Subsequent objectives must be published at least every four years.

This report summarises the current equality objectives for the Council and will be reviewed. They are laid out against our Comprehensive Equality Policies Objectives.

Further Information

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W sprawie tłumaczeń proszę kontaktować się z	If you need this information in large print, braille or another format call 01923 776611
Para traduções favor contactar	
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01923 776611 This information is also available on our website at www.threerivers.gov.uk

Community Partnerships Unit

Service Equalities Objectives	Targets	Lead officer
Promoting Community Leadership & Community Cohesion		
Implement Community Safety Action Plan, including hate crime campaigns, domestic abuse campaigns, interfaith group,	All action plans targets delivered.	Shivani Dave
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Improving Community Engagement		
Publish Corporate Equality Data and Equality Objectives	Data published by end of Jan	Andy Stovold
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other _____		
Improving Community Engagement		
Ensure corporate customer survey results are analysed for equality impact	Data captured and analysed for Omnibus Survey.	Alison Mirpuri
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Service Equalities Objectives		
Promoting Equality In Service Delivery		
Deliver the adults with complex needs pilot Deliver the Thriving Families SLA Support the Domestic Abuse Caseworker role.	Project delivered Project delivered Project Delivered	Andy Stovold
<input type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Promoting Equality Of Opportunity In Employment & Training		
Develop corporate equality training programme including e-learning module, with HR staff	Relevant courses delivered.	Andy Stovold
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other _____		
Evaluating The Success Of Our Equalities Commitments		
Monitor deliver of: Community Safety Projects (where relevant)	Monitoring data gathered and analysed for	Shivani Dave

LSP Projects (where relevant) Capital Leisure and Community Grants and SLAs (where relevant)	equality impact.	Karl Stonebank
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other _____		

Committee Services

Service Equalities Objectives	Targets	Lead officer
Improving Community Engagement		
To ensure that all are aware of Committee meetings and their rights to participate and to ensure that information is given in an accessible way e.g verbal or written	Dates of meetings published on website and on notice boards in a timely manner. Members of the public well advised about rights of public speaking, right to ask questions and to petition the Council. Information on website, on Committee agendas and provided verbally by well informed and trained staff. Large print agendas available on request. Hearing loop in Council chamber .No complaints received.	Sarah Haythorpe
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other _____		
Promoting Equality In Service Delivery		
Ensure safety of all participants at Committee meetings	Committee Officers assume responsibility for Health and safety roles at evening meetings. Trained and informed. Good signage in public areas. No complaints or incidents	Sarah Haythorpe
<input type="checkbox"/> Race; <input type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Promoting Equality Of Opportunity In Employment & Training		
Facilitate the arrangements for equality training for members	All 39 Councillors to be offered training	Sarah Haythorpe
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other _____		
Evaluating The Success Of Our Equalities Commitments		
To Monitor public attendance and accessibility at public meetings	Names of public speakers are recorded. Room size to allow public to hear Committee debates	Sarah Haythorpe

	kept under review especially when major planning applications are being dealt with. Additional staff used to ensure adequate arrangements are in place. No incidents or complaints, meetings run smoothly.	
<input type="checkbox"/> Race; <input type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		

Corporate Services

Service Equalities Objectives	Targets	Lead officer
Promoting Community Leadership & Community Cohesion		
Ensuring the Council is prepared to respond to unforeseen events	Emergency Plan reviewed, tested and agreed	Phil King
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Improving Community Engagement		
Facilitate the Pensioners' Forum	3 meetings held in year	Kevin Snow
Facilitate the Youth Council	3 meetings held in year	Kevin Snow
<input type="checkbox"/> Race; <input type="checkbox"/> Gender; <input type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Promoting Equality In Service Delivery		
Supply Three Rivers Times in accessible formats on request	Increased uptake of accessible formats	Kevin Snow
<input checked="" type="checkbox"/> Race; <input type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		

Customer Service Centre

Service Equalities Objectives	Targets	Lead officer
Promoting Equality In Service Delivery		
To promote the CSC service to: minority ethnic groups, including the promotion of the availability of the Language Line service. disabled community groups, including local deaf communities and the availability of Minicom and email services	Provision of Language Line and Minicom and email services	Billy Hall
<input checked="" type="checkbox"/> Race; <input type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Promoting Equality Of Opportunity In Employment & Training		
To provide refresher training to CSC staff on: Language Line service Minicom awareness	All staff trained	Billy Hall
<input checked="" type="checkbox"/> Race; <input type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Evaluating The Success Of Our Equalities Commitments		
Bi –annual customer services satisfaction survey to identify customer satisfaction levels by ethnicity, gender, age and disability.	Survey completed and results collated	Billy Hall
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		

Economic and Sustainable Development

Service Equalities Objectives	Targets	Lead officer
Improving Community Engagement		
Engagement with BME, Disability and other 'hard to reach' groups set out in the Statement of Community Involvement.	Completed by 31/03/2017	Renato Messere
<input checked="" type="checkbox"/> Race; <input type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Promoting Equality In Service Delivery		
All Local Plan documents to have translation box offering alternative languages and formats.	Completed by 31/03/2017	Renato Messere
<input checked="" type="checkbox"/> Race; <input type="checkbox"/> Gender; <input type="checkbox"/> Disability <input type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Promote access to fuel poverty schemes	Completed by 31/03/2017	Renato Messere
<input type="checkbox"/> Race; <input type="checkbox"/> Gender; <input type="checkbox"/> Disability <input type="checkbox"/> Age; <input type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Evaluating The Success Of Our Equalities Commitments		
Development Plans customer satisfaction survey includes question on identity of ethnic origin, gender, age and disability.	Completed by 31/03/2017	Renato Messere
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		

Elections Services

Service Equalities Objectives	Targets	Lead officer
Promoting Community Leadership & Community Cohesion		
To provide equal opportunity and ability to vote	Maximise Electoral registrations	Elections Manager
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other _____		

Env. Protection and Env. Health Residential services

Service Equalities Objectives	Targets	Lead officer
Promoting Community Leadership & Community Cohesion		
To promote the disabled facilities grant.	Annually	Gloria Gillespie
<input type="checkbox"/> Race; <input type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Improving Community Engagement		
Continued promotion of recycling services via Website and regular monitoring of Livetrack, leading to personal calling	Recycling Rate above 60%	Jennie Probert
<input checked="" type="checkbox"/> Race; <input type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Clinical waste customer survey To ensure that all our clinical waste customers are receiving the correct service provision	Satisfaction is above 60%	Sally Harrop
<input type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Continue to engage with Battlers Wells Foundation (BWF)		Alison Page
<input checked="" type="checkbox"/> Race; <input type="checkbox"/> Gender; <input type="checkbox"/> Disability <input type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Promoting Equality In Service Delivery		
Provision of clinical waste service – from any part of premises	Service provided to eligible customers	Sally Harrop

<input type="checkbox"/> Race; <input type="checkbox"/> Gender <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Offer of assisted collections to the elderly or disabled.	Service provided to eligible customers	Alison Page
<input type="checkbox"/> Race; <input type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Cemeteries – 24Hr call out for burials over the weekend	Requests met on target	Malcolm Clarke
<input checked="" type="checkbox"/> Race; <input type="checkbox"/> Gender; <input type="checkbox"/> Disability <input type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Promoting Equality Of Opportunity In Employment & Training		
Provide specialist training for staff on assisted collections and clinical waste collections	Staff trained	Malcolm Clarke
<input type="checkbox"/> Race; <input type="checkbox"/> Gender <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Evaluating The Success Of Our Equalities Commitments		
Will analyse customer satisfaction results for clinical waste and assisted collections	Analysis completed and published	Alison Page
<input type="checkbox"/> Race; <input type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		

Housing Needs and Strategy

Service Equalities Objectives	Targets	Lead officer
Promoting Community Leadership & Community Cohesion		
Visit voluntary agencies such as CAB to promote and explain what the housing service can do for all members of the public	Completed by September 2016	Hannah Morris (SHOO)
<input type="checkbox"/> Race; <input type="checkbox"/> Gender; <input type="checkbox"/> Disability <input type="checkbox"/> Age; <input type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other		
Improving Community Engagement		
To design a leaflet that can be distributed around the district explaining housing options to people targeting hard to reach groups	Completed by December 2016	Hannah Morris (SHOO)
<input type="checkbox"/> Race; <input type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Age; <input type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other		
Improving Community Engagement		
Re-establish service user group for Herts Choice Homes	Service User Group Operational	Alan Marsden (SHAO)
<input type="checkbox"/> Race; <input type="checkbox"/> Gender; <input type="checkbox"/> Disability <input type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other		
Promoting Equality In Service Delivery		
Review literature given out to all customers to ensure it is in plain English and offers advice on alternatives such as large print, Braille, translation etc	Review completed	Hannah Morris (SHOO)
<input checked="" type="checkbox"/> Race; <input type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other		
Promoting Equality Of Opportunity In Employment & Training		
Provide training to staff on equalities as appropriate	Financial year 2016/17	Kimberley Grout (HM)
<input type="checkbox"/> Race; <input type="checkbox"/> Gender; <input type="checkbox"/> Disability <input type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other		
All Housing staff to receive training in dealing with customers with mental health issues including identifying signs that may require further support	During financial year 2016/17	Kimberley Grout (HM)
<input type="checkbox"/> Race; <input type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other		

Human Resources

Service Equalities Objectives	Targets	Lead officer
Promoting Equality In Service Delivery		
Collect workforce information and carry out analysis of workforce related policies and practice	80% of employees	Cathy Watson
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other _____		
Promoting Equality Of Opportunity In Employment & Training		
To provide corporate equality staff training programme	80% employees	Cathy Watson
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other _____		

Legal Service

Service Equalities Objectives	Targets	Lead officer
Promoting Equality In Service Delivery		
To ensure that we eliminate discrimination and promote good relations in respect of the legal regulatory work (civil and criminal cases) we undertake for the Council	Work within legal frameworks (such as Code for prosecutors, RIPA policies) ensure we have adequate information from client teams (prior to bringing proceedings)about disabilities, mental health issues etc which might need involvement from other agencies or use of interpreters. Monitor outcomes/types of prosecutions though Practice meetings as standing item to look for trends	Anne Morgan
<input checked="" type="checkbox"/> Race; <input type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		

Leisure and Landscape Services

Service Equalities Objectives	Targets	Lead officer
Promoting Community Leadership & Community Cohesion		
Review of Leisure staffing to support provision of leisure services delivery and policy implementation	<ul style="list-style-type: none"> - To ensure casual staff understand and implement TRDC policy & procedures - To review the recruitment process to ensure candidates are suitable to the role. - Staff to complete induction and relevant training at the start of their employment e.g. Child Protection & First Aid. - To offer additional training to further improve the services offered & to support staff's continuous development. - To review Leisure policies & procedures on a yearly basis. 	Chelsi Langsford / Charlotte Gomes
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other		
Improving Community Engagement		
<p>Consult with stakeholders on a number of key leisure projects either directly or via contractors. For example, play areas and Abbots Langley project</p> <p>Ensure attendances of equality groups are recorded at each consultation event and for all surveys, including those online.</p>	Consultation and monitoring completed	Lisa Cook / Jo Copley / Charlotte Gomes
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other		
Improving Community Engagement		
Review the impact of the partnership work that encourages adults with learning disabilities and their carers to access the mainstream leisure provision	<ul style="list-style-type: none"> - To ensure staff understand the requirements for leisure providers of the Equalities Act 2010. - To review the recruitment process for providers includes details for inclusivity. - To offer additional training to further improve the services offered & to support staff's continuous development. 	Hannah Henson

	<ul style="list-style-type: none"> - To review Leisure policies & procedures on a yearly basis. - To ensure attendances of equality groups are recorded in leisure activities (Target of 1,584 attendances for Adults and 2,311 for children across all leisure services) 	
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other		
Service Equalities Objectives	Targets	Lead officer
Improving Community Engagement		
<p>Inclusion of children and young people with disabilities in leisure services. For example, playscheme and Play Rangers</p> <p>Inclusion of children living in households on low incomes included in the playscheme services</p>	<ul style="list-style-type: none"> - Continuously support and provide 1:1 support for those with additional needs at Playscheme. - Continuously adapt play activities to meet children's individual needs. - Encourage users to inform the service of their child's individual needs. 	<p>Chelsi Langsford / Simon Pollard</p>
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other		
Improving Community Engagement		
<p>Free access or reduction in price to a variety of Leisure Services:</p> <p>Free Public swimming for over 60's</p> <p>Free Public swimming for under 19s during Easter & summer holidays</p> <p>Free Gym for 11 (12) to 15 (16) year olds during Easter & summer holidays</p> <p>Reduced price gym (18+) and swimming sessions (all ages) for people with a disability</p>	<p>6 sessions per week</p> <p>15 sessions per week</p> <p>6 sessions per week</p> <p>4 sessions per week</p>	<p>Kelly Barnard</p> <p>Kelly Barnard</p> <p>Kelly Barnard</p> <p>Hannah Henson</p>
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other		
Improving Community Engagement		
To ensure Watersmeet and its activities are inclusive to all customers	Changeable by event	Joshua Sills
Expand the Friends of Watersmeet	Increase in volunteers	Joshua Sills
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other		

Improving Community Engagement		
<p>To ensure Artistsmeet and its activities are inclusive to all customers</p> <ul style="list-style-type: none"> • To work in partnership with Watersmeet management in programming a variety of exhibitions in the foyer space (changing bi-monthly with 4 weeks or less allocated to schools and community groups) • To programme exhibitions that support local and national arts campaigns/events such as Open Studios, Voluntary Arts Week and The Big Draw- to reach a wider audience. • To programme exhibitions which appeal to all ages including children, young people and families. • To programme exhibitions that supports the work of children, young people and students from our district schools and higher education establishments. • To accommodate creative work from other Leisure projects such as Get Set Create, which showcase our inclusion work and raise the awareness of other services. • To continue with the practical workshops, taster sessions and artist led events which enable the community to engage with the space and the exhibitions. • To promote the exhibitions through mailing lists, local and national press, online, word of mouth, local schools and higher education establishments. 	Changeable by event	Elaine Johnson
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Service Equalities Objectives	Targets	Lead officer
Improving Community Engagement		
<p>Physical Activity Referral Scheme: Increase the number of local residents' (participating in the physical activity referral scheme) weekly physical activity levels towards achieving 150 minutes of moderate intensity physical activity; as well as using physical activity as a means of rehabilitation & prevention for certain medical conditions.</p>	<ul style="list-style-type: none"> • 20 new participants per quarter, 50% of which complete the full 12 week programme duration • To increase participants physical activity levels towards achieving 5 X 30 minutes of moderate intensity physical activity • To use physical activity as a means of rehabilitation for certain medical conditions • To use physical activity as a means of 	Suzanne Smith / Alison Goodchild / Kelly Barnard

	<ul style="list-style-type: none"> prevention of certain medical conditions To increase the accessibility and attraction of the local leisure services to the residents of Three Rivers and Watford 	
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other		
Improving Community Engagement		
Implement public health funded sport and physical activity programme	Attendances by adults on public health funded programmes	Ryan Watson
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other		
Improving Community Engagement		
Inclusion of all children, young people and adults on sport and health activities and programmes	Provide flexible/discount options for people on low incomes to attend sports sessions	Ryan Watson
	Review programmes on a regular basis looking at cost, location etc of activity to ensure it meets the needs of local residents	Ryan Watson
	Promote programmes and initiatives to all residents via all available channels (including both online and off-line media)	Ryan Watson
Inclusion of all children, young people and adults on art and culture activities and programmes	To programme exhibitions at Artistsmeet which appeal to all ages including children, young people, adults and families, notably promoting through children's centres, district schools and higher education establishments.	Elaine Johnson
	To run practical workshops, taster sessions and artist led events/activities which enable the community to engage with the Arts Development Programme i.e. At Artistsmeet, Voluntary Arts Week and Love Parks Week (or similar)	Elaine Johnson

	Working in partnership with other Leisure Officers to provide creative opportunities i.e. Get Set Create and PlayRangers.	Elaine Johnson
	To develop and promote activities for young people, taking experience from running the previous ROHB Youth Arts Programme and Arts Award qualification provision.	Elaine Johnson
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Service Equalities Objectives	Targets	Lead officer
Promoting Equality In Service Delivery		
Ensure that staff attend the corporate awareness training sessions as identified through the appraisal process.	All new staff to attend the corporate training and complete relevant e-learning modules	Charlotte Gomes/Ray Figg/Joshua Sills/Julie Hughes
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other _____		
Promoting Equality In Service Delivery		
Review projects in the capital programme against the project brief in order to assess their success in promoting access and use by all groups. Implement Park and Open spaces management plans to improve access and use by all groups.	Achieve the specific targets set in the project bid.	Charlotte Gomes / Julie Hughes
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Ensure that all new / refurbished play areas are accessible for all	At least 1 piece of inclusive play equipment installed All benches to have arm rests and back support and picnic benches to have extended table tops Variety of equipment installed to support differing needs	Charlotte Gomes / Lisa Cook
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment		

Marriage or civil partnership; Other _____

Major Projects

Service Equalities Objectives	Targets	Lead officer
Promoting Equality Of Opportunity In Employment & Training		
Staff training identified through the appraisal system and the need for wider training may arise through the new legislation / guidance	Annually	Alan Head
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other _____		

Regulatory Services

Service Equalities Objectives	Targets	Lead officer
Improving Community Engagement		
Building Control will identify customer satisfaction levels by ethnicity, age and disability.	100% of surveys will include equalities questions.	JW/PM/LB
<input checked="" type="checkbox"/> Race; <input type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input type="checkbox"/> Religion; <input type="checkbox"/> Low income; <input type="checkbox"/> Sexual Orientation; <input type="checkbox"/> Pregnancy maternity; <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage or civil partnership; Other _____		
Promoting Equality In Service Delivery		
Ensure that all regulatory applications (planning, licensing, building control etc) are determined and advice given without any direct or indirect discrimination.	100% of applications	RE/All Managers
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other _____		
Ensure that all complaints regarding service delivery are investigated without any direct or indirect discrimination.	100% of complaints	RE/All Managers
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other _____		

Revenues and Benefits Service

Service Equalities Objectives	Targets	Lead officer
Promoting Community Leadership & Community Cohesion		
To ensure that all sectors of the population are aware of their entitlements to Universal Credit or Housing Benefit and that those who may not be able to afford their rents due to freezing of the private sector LHA Allowance at 2015 rates for 5 years and appropriately directed to make a claim for a Discretionary Housing Payment (DHP)	Work with colleagues in Housing to identify people in financial difficulty Direct people to money advice/debt advice eg CABS	Robert Della-Sala
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other _____		
Improving Community Engagement		
Ensure access to benefits is made available both on-line, on paper, through face to face contact and by telephone and by use of web and self-service channels to enable people to claim by a method and at a time convenient to them	5% of new claims to be made on-line Increase take up of self service channels for benefit recipients and tax payers by 10%	Robert Della-Sala
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other _____		
Promoting Equality In Service Delivery		
Ensure where English is not a first language that customers are provided with interpreters or are signposted to "language Line" or the equivalent; or a member of staff can assist in the preferred language so that residents are not prevented from claiming benefits. And to signpost to appropriate others who may be to assist – eg Cllrs, MP, CAB and other advice agencies.	No complaints or known instances of people being disenfranchised from claiming benefit	Robert Della-Sala
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other _____		
Service Equalities Objectives		
Promoting Equality Of Opportunity In Employment & Training		
Ensure that staff attends the corporate awareness training sessions as identified through the appraisal process. That all staff receive 1:1 feedback and a formal interim and annual appraisal and that a training needs analysis is undertaken to ensure all staff receive appropriate training tailored to their individual needs	100% appraisals to be completed All training requests to be properly evaluated and considered based on the needs of the business and financial budgetary constraints	Robert Della-Sala
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment		

<input checked="" type="checkbox"/> Marriage or civil partnership; Other_____		
Ensure staff have the relevant training to do their job, effectively, efficiently and safely	All training requests are properly evaluated and mentoring/coaching and other support tools are fully utilised	Robert Della-Sala
<input checked="" type="checkbox"/> Race; <input checked="" type="checkbox"/> Gender; <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Age; <input checked="" type="checkbox"/> Religion; <input checked="" type="checkbox"/> Low income; <input checked="" type="checkbox"/> Sexual Orientation; <input checked="" type="checkbox"/> Pregnancy maternity; <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage or civil partnership; Other_____		