

### Appendix 3 - Equality Objectives 2022/26

Council Priority and Key activity	Equality Objective	What we will do	Lead Officer
<p><b>Everyone to be heathy Happy safe and resilient</b></p> <p>We will:</p> <p>Develop a quality range of health, wellbeing and leisure facilities and services</p>	<p>To support the delivery of an improved leisure facilities offer within the Borough, in collaboration with partner organisations, that is open and accessible to all, to encourage all citizens within the Borough, to live active and healthy lifestyles, that improves the life chances of residents and have a positive impact on the West Lancashire by promoting Health and wellbeing in the community.</p>	<ul style="list-style-type: none"> <li>• Replace leisure facilities in Skelmersdale and Ormskirk ensuring that are fully accessible to all.</li> <li>• Collaborating with a wide range of partners around options for incorporating health services into the facilities will, in the longer term, provide a wider range of opportunities for further promoting health and wellbeing across the whole community.</li> <li>• Community consultation on progression to all phases of design and procurement, ensuring appropriate representation of people with protected characteristics in any consultation processes.</li> <li>• Aim to include facilities that can encourage all parts of the community to engage with the health and wellbeing activities offered across the Borough by working with the leisure management contractor to ensure appropriate programme of activities in place.</li> <li>• To monitor the use of the facilities by people with protected characteristics, with a view to evaluate and improve access.</li> </ul>	<p>Head of Wellbeing and Leisure</p>

<p><b>Create empowered, engaged, and inclusive communities</b></p> <p>We want:</p> <p>Our citizens to access the benefits of being digitally engaged</p>	<p>To support the continued development of the digital inclusion offer to improve access to the Council's services across all sectors of the borough's residents, to improve the overall wellbeing of citizens of the Council.</p>	<ul style="list-style-type: none"> <li>• Continue to develop services to include digital access to meet both efficiency and public expectations.</li> <li>• To encourage the use of digital technology with all members of community, but those who are less confident in this area and from people with protected characteristics.</li> <li>• Aim to increase the basic online skills necessary for life and work, access to the internet and therefore the uptake of West Lancashire Borough Council's digital services.</li> <li>• Hold local events and initiatives aimed at encouraging digital take up across all groups with protected characteristics, include working with partner agencies and attending local events to promote digital training opportunities and showcase the Council's online services which will help promote self-service.</li> <li>• Provide assistance to support direct uptake of online Universal Credit claims with special focus on people with protected characteristics.</li> <li>• Promote the Council's online services across the whole community.</li> <li>• To monitor the take up and use of</li> </ul>	<p>Head of Corporate and Customer Services</p>
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		digital access by people with protected characteristics, with a view to evaluate and improve access.	
<p><b>Everyone to be healthy, happy, safe, and resilient</b></p> <p>We want:</p> <p>To design services that help people stay healthy and independent</p>	<p>To support the continued development of Service with the Community Connector team, to improve the health and wellbeing of Citizens of the Council.</p>	<ul style="list-style-type: none"> <li>• To encourage a sharing of expertise, interest, and skills, from people with protected characteristics to help determine how best to make consistent improvements to the quality of life for West Lancashire residents.</li> <li>• Deliver internal and external initiatives to improve health and wellbeing in the Borough and try to improve health inequalities.</li> <li>• Establish a mechanism through the development of an Integrated Community Partnership (ICP) to work alongside key partners to align health and care services in the Borough, with a focus on people with protected characteristics.</li> <li>• Work with the Clinical Commissioning Group and GP Federation, through the ICP, to focus on the needs of our community and develop a person-centered health and social care.</li> <li>• To monitor the access of people with protected characteristics to health and wellbeing initiatives, with a view to improving access where applicable.</li> </ul>	<p>Head of Wellbeing and Leisure</p>

<p><b>Create empowered, engaged, and inclusive communities</b></p> <p>We want: Everyone to have the same opportunities</p> <p><b>Everyone to be Healthy, happy, safe, and resilient</b></p> <p>We want: An engaged and motivated Council Workforce</p>	<p>To encourage a diverse range of applicants for recruitment into our workforce, that reflects the population of West Lancashire</p>	<ul style="list-style-type: none"> <li>• Monitor the workforce profiles of the Council and publish this information annually in line with the PSED requirements.</li> <li>• Review the current monitoring data available and encourage all aspects of it to be completed by the workforce to remove any gaps in completion.</li> <li>• Explore options to encourage a more diverse range of applicants for jobs that are advertise, through creative and appropriate targeting.</li> <li>• Review and enhance Equality and Diversity Training available for the workforce and ensure it is mandatory and refreshed regularly</li> <li>• Promote the knowledge and awareness of the Dignity at Work Policy, to ensure any equality concerns are addressed appropriately.</li> <li>• Annually report on the gender pay gap for the Council and take any action necessary as a result.</li> <li>• Continue to administer and maintain the integrity of the Job Evaluation Schemes used by the Council and</li> </ul>	<p>Head of Corporate and Customer Services</p>

		<p>conduct period Equal Pay Audits, to ensure fairness and equity in grade application and distribution across the structure.</p> <ul style="list-style-type: none"><li>• Review equality policies across the Council through the Equality, Diversity &amp; Inclusivity Working Group to ensure they are still fit for purpose.</li><li>• Promote and enhance flexible working opportunities for the workforce being mindful of any protected characteristics.</li><li>• Work towards level 2 on the Disability Confident Employer Scheme</li></ul>	
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