

Appendix 3 - Equality Objectives 2022/26

Council Priority and Key activity	Equality Objective	What we will do	Lead Officer
<p>Foster inclusive and healthy communities</p> <ul style="list-style-type: none"> • Reduce health and wellbeing inequalities • Design services around residents and communities 	<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"> • Take a population health approach to service delivery in the communities, understanding residents needs and strengths alongside data and intelligence. Co-design and deliver services based on informed local priorities with the aim of reducing health inequalities, economic activity and improving life expectancy. • Replace and refurbish existing leisure facilities in Skelmersdale, Burscough and Ormskirk ensuring that the services delivered are suitable to meet the needs of the local population. • Collaborate with partners to encourage a co-location of services within the facilities which enables residents to access services which have an impact on a persons health and wellbeing. • Community consultation on progression to all phases of design and procurement, ensuring appropriate representation of people with protected characteristics in any consultation processes. • Aim to include facilities that can encourage all parts of the community to 	<p>Community and Wellbeing Manager – Kathryn Moffitt</p> <p>Interim Head of Leisure - Dave Cove</p>

		<p>engage with the health and wellbeing activities offered across the Borough.</p> <ul style="list-style-type: none">• To monitor the use of the facilities by people with protected characteristics, with a view to evaluate and improve access.	
--	--	---	--

<p>Foster inclusive and healthy communities</p> <ul style="list-style-type: none"> • Design services around residents and communities <p>Manage a resilient, financially strong Council</p> <ul style="list-style-type: none"> • Continue to improve our services and deliver value for money 	<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"> • Continue to develop services to include digital access to meet both efficiency and public expectations. • Deliver digital skills training via the Employability and Workplace Wellbeing Team. Supporting residents who are economically inactive or requiring employment support. • 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. • 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. • 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. • Provide assistance to support direct uptake of online Universal Credit claims with special focus on people with protected characteristics. 	<p>Head of Corporate and Customer Services</p> <p>KM – Community and Wellbeing Manager</p>
---	--	--	--

		<ul style="list-style-type: none">• Promote the Council's online services across the whole community.• To monitor the take up and use of digital access by people with protected characteristics, with a view to evaluate and improve access.	
--	--	--	--

<p>Foster inclusive and healthy communities</p> <ul style="list-style-type: none"> • Reduce health and wellbeing inequalities • Design services around residents and communities 	<p>Work collaboratively to develop and deliver targeted prevention and intervention services that reduce health inequalities and increase wellbeing & physical activity.</p>	<ul style="list-style-type: none"> • 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. • To contribute towards and lead where appropriate, the outcomes and shared priorities set by the West Lancashire Health & Wellbeing Partnership. (Health and Housing, Best Start in Life, Mental health, Integrated Neighborhood Teams, Population Health) • Conduct community conversations to gather the insight and intelligence from residents, and third sector organizations. • Co-design services with residents and organisations, enabling personal care, accountability, and empowerment within communities. • Take a whole systems approach to developing and implementing services • Delivre commissioned health prevention and intervention services (Healthy Weight management, Physical activity, long term consitions) • Provide health improvement training for all residents and Council employees 	<p>Community and Wellbeing Manager</p>
---	--	--	--

		<ul style="list-style-type: none"> To monitor the access of people with protected characteristics to health and wellbeing initiatives, with a view to evaluate and improve access. 	
<p>Manage a resilient, financially strong Council</p> <ul style="list-style-type: none"> Attract, retain and develop an engaged, skilled and motivated workforce including through an Employee Recognition Scheme <p>Foster inclusive and healthy communities</p> <ul style="list-style-type: none"> Support our Armed Forces and vulnerable residents 	<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"> Encourage and support diversity in our work force through working in partnership with the Armed Services Covenant Employers Recognition Scheme Monitor the workforce profiles of the Council and publish this information annually in line with the PSED requirements. Review the current monitoring data available and encourage all aspects of it to be completed by the workforce to remove any gaps in completion. Explore options to encourage a more diverse range of applicants for jobs that are advertise, through creative and appropriate targeting. Review and enhance Equality and Diversity Training available for the workforce and ensure it is mandatory and refreshed regularly Promote the knowledge and awareness of the Dignity at Work Policy, to ensure any equality concerns are addressed appropriately. 	<p>Head of Corporate and Customer Services</p>

		<ul style="list-style-type: none">• Annually report on the gender pay gap for the Council and take any action necessary as a result.• Continue to administer and maintain the integrity of the Job Evaluation Schemes used by the Council and conduct period Equal Pay Audits, to ensure fairness and equity in grade application and distribution across the structure.• Review equality policies across the Council through the Equality, Diversity & Inclusivity Working Group to ensure they are still fit for purpose.• Promote and enhance flexible working opportunities for the workforce being mindful of any protected characteristics.• Work towards level 2 on the Disability Confident Employer Scheme	
--	--	---	--