

Equality Action Plan 2016/17

These actions have been identified to help deliver the equality objectives 2016-19 and respond to issues identified in the Annual Equality Report 2014/15. They will be reviewed and developed annually as part of the annual equality report.

Equality objective(s)	Action	Date	Lead team(s)
Improve health, wellbeing and economic prosperity in Carlisle	Deliver the Carlisle Plan 2015-18 priorities and work in partnership to achieve these across the district.	Ongoing	All Council Services
Improve quality of workforce profile and report recruitment and selection data	Implement iTrent recruitment module. Review and standardise ethnicity categories on recruitment monitoring forms and in iTrent recruitment model.	Ongoing	Human Resources, Policy and Communications, Personnel and Payroll
Improve quality of workforce profile and report recruitment and selection data	Promote self declaration within iTrent for staff to increase data for all equality characteristics within the workforce profile.	Ongoing	Human Resources, Personnel and Payroll
Ensure people have appropriate access to the services they need	Boost responses to the equality questions within the online satisfaction survey to provide a baseline figure.	April 2016	Policy and Communications
Ensure people have appropriate access to the services they need	Revise complaint equality monitoring form to screen for equality issues to help determine if action is needed to address these. Link complaint detail to equality monitoring to screen for equality issues and determine if action is needed to address these.	July 2016	Customer Services, Policy and Communications
Ensure people have appropriate access to the services they need	Review equality website page to include revised objectives and open data links.	June 2016	Policy and Communications
Ensure people have appropriate access to the services they need	Review intranet equality information, including customer information, consultation and access to impact assessment resources.	July 2016	Policy and Communications
Ensure people have appropriate access to the services they need	Review communications and accessibility policy, and related engagement and consultation policies.	July 2016	Policy and Communications
Ensure people have appropriate	Continue to support the development of the Smarter Service	Ongoing	Customer Services, Policy

Equality objective(s)	Action	Date	Lead team(s)
access to the services they need	Delivery project.		and Communications
Celebrate communities to foster good relations between different people	Continue to review and develop events programme to help celebrate different communities in Carlisle.	Ongoing	Policy and Communications
Celebrate communities to foster good relations between different people	Continue to support hate crime reporting in Community Centres and measures that support the increased reporting of hate crime within the Carlisle and Eden Community Safety Partnership Plan. ¹	Ongoing	All Council Services

¹The most significant change in crime was the increase in levels of **hate crime** (51.9%, from 54 incidents in the previous year to 82) It is worth noting that the aim of Cumbria Constabulary is to increase the reporting of hate incidents and crimes. The cause of the majority of hate crimes is racism, accounting for 69.5% across the county. Hate crime incidents tend to take place in and around town centres and are also linked to areas where there are greater proportions of black and ethnic minority groups and migrant workers. The increase in the number of hate crimes may not necessarily reflect an absolute increase in crimes as it could relate to improved reporting systems which are available online via multi agencies and organisation. Carlisle & Eden CSP Annual Plan 2015/16

<http://cmis.carlisle.gov.uk/cmisis/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=PSg5dRyMAU%2bX32Z0p%2bVXGqDsk2m7niswQj268NKR6VhM%2fvdSI9S%2fGQ%3d%3d&rUzwRPf%2bZ3zd4E7lkn8Lyw%3d%3d=pwRE6AGJFLDNIh225F5QMaQWcPHwdhUfCZ%2fLUQzgA2uL5jNRG4jdQ%3d%3d&mCTIbCubSFfXsDGW9IXnlq%3d%3d=hFfIUdN3100%3d&kCx1AnS9%2fpWZQ40DXFvdEw%3d%3d=hFfIUdN3100%3d&uJovDxwdjMPoYv%2bAJvYtyA%3d%3d=ctNJFf55vVA%3d&FgPIIEJYlotS%2bYGoBi5olA%3d%3d=B03MzdTRKII%3d&d9Qjj0ag1Pd993jsyOJqFvmyB7X0CSQK=ctNJFf55vVA%3d&WGewmoAfeNR9xqBux0r1Q8Za60lavYmz=ctNJFf55vVA%3d&WGewmoAfeNQ16B2MHuCPMRKZMwaG1PaO=ctNJFf55vVA%3d>