

## Appendix C

### Equality & Inclusion Strategy 2018 Actions

<b>1. Open and equitable services</b>	We will better the share findings of Equality Impact Assessments between relevant services and monitor planned actions.
	We will also increase our assessment of the cumulative impacts of changes to service provision, whether commissioned from others or provided by the council.
	We will look for opportunities to use the provisions of the Social Value Act and Framework to address inequalities, design better services, find new solutions and improve outcomes.
	We will ensure that alternative communication routes remain available for people with specific requirements.
	We will also ensure that digital options are adaptable and comply with digital standards of accessibility.
<b>2. Inclusive employer</b>	We will identify how services across the council can contribute to the aims of the Workforce Equality Action Plan and will provide support to enable them to achieve tangible improvements.
	We will also identify areas across the council which will receive focused equality learning and development; revise and improve our e-learning offer; and increase opportunities for formal and informal equality learning opportunities, to encourage conversations and engagement on how equality and inclusion work in practice.
<b>3. Services that understand our diverse population</b>	Through the Communities and Third Sector Policy and Investment Programme we will establish stronger links with BME groups and communities so we work better together, hear different people's views, and learn from what is working well or not
<b>4. Strong and Fair Leadership</b>	We will ensure that actions from strategies are appropriately prioritised, so that they can be implemented effectively and their impacts monitored.
	We will also use any opportunities to share impacts and analyses identified in budget EIAs with other city partners and look for where proposals from different organisations may have cumulative effects.

