



# Equality, Diversity and Inclusion - Meeting Our Duty



Our EDI responsibilities are at the heart of what we do. We go above and beyond to be compliant with The Equality Act 2010. We are required to show how we meet the general duties or the Public Sector Equality Act 2011. However we wish to demonstrate how we meet the specific duties.

## General Duty



## Specific Duty



### Duties

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act

Advance equality of opportunity between people who share a protected characteristic and those who do not

Foster good relations between people who share a protected characteristic and those who do not

Taking steps to meet the needs of people from protected groups where these are different from the needs of other people

Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

### How we Achieve These

Our Equality, Diversity and Inclusion Strategy sets out our compliance  
All staff undertake a range of EDI training on a regular basis

We ensure barriers to employment and access to services are removed eg. reasonable adjustments are tailored to individual needs

We promote participation of our diverse customers at events and equality forums.

All our information is available via alternative formats.  
We meet individual access needs.

We reach out to all and encourage diverse customer involvement in various ways to suit their needs

### Duties

Publish sufficient information to demonstrate its compliance with the general equality duty across its functions annually

Prepare and publish equality objectives every 4 years. This means we must prepare and include objectives that we reasonably think we should achieve to meet one or more aims of the general equality duty

Details of the engagement that we undertook, in developing our objectives, with people whom we consider to have an interest in furthering the aims of the general equality duty

### How we Achieve These

EDI features on our website and intranet, this includes service information and how customers can be involved.

Our objectives and actions are regularly reported, monitored and reviewed to ensure we achieve our aims.

We have an active Equality Analysis Programme and ensure actions are undertaken.

