

**Appendix A**  
**Corporate Equality Objectives 2018/19**

<b>High Peak Borough Council &amp; Staffordshire Moorlands District Council</b>	
<b>Equality &amp; Diversity Scheme: Action Plan 2018/19</b>	
<b>Equality Objectives</b>	<b>Action</b>
<b>Knowing our communities</b>	
To understand who lives in our communities and their needs.	<ul style="list-style-type: none"> <li>• Update the Community Profile (a resource which describes the makeup of our borough/district by protected characteristics) and promote its use to service managers.</li> <li>• See also consultation (below)</li> </ul>
<b>Place shaping, leadership and commitment</b>	
To clearly state our equality priorities and ensure that we have systems in place to achieve them.	<ul style="list-style-type: none"> <li>• Ensure that measures are included in service plans as they are revised and brought together as an overall plan.</li> </ul>
<b>Community engagement and satisfaction</b>	
To ensure that we include those with 'protected characteristics' in our consultation and engagement processes.	<ul style="list-style-type: none"> <li>• Update the consultation forward plans.</li> </ul>
<b>Responsive services and Customer care</b>	
To ensure that equality performance actions are included in service plans and monitored.	<ul style="list-style-type: none"> <li>• Incorporate consideration of equality impacts as part of the Modern Gov. committee management process.</li> <li>• Train managers to understand the equality impact assessment process.</li> </ul>
<b>A modern and diverse workforce</b>	
To ensure that our workforce reflects as far as possible the makeup of the community we serve and has the necessary skills	<ul style="list-style-type: none"> <li>• Pilot the use of a staff profile questionnaire (collecting information in relation to protected characteristics) and promote to staff.</li> <li>• Provide equality training for staff.</li> </ul>