

## REDDITCH BOROUGH COUNCIL - CORPORATE EQUALITIES ACTION PLAN

Redditch has one of the most diverse populations across Worcestershire and Redditch Borough Council recognises the importance of embracing these cultural differences to shape the Council. The Council provides a wide range of services and is one of the largest employers within the Borough. As such its actions and decisions affect the lives of everyone in Redditch to some degree. Each member of our community, visitors to the Borough and employees are entitled to expect fair and equal treatment in all dealings with the Council. Therefore, as a provider of services, it is important that it can demonstrate that it upholds the principles of Equality and Diversity.

The Corporate Equalities Action Plan sets out the high level objectives and actions required. This is supported by more detailed objectives and actions contained within individual Directorate Service Plans. The extract below relates specifically to the action plan for gender equalities.

### Gender Equalities Action Plan

<b>OBJECTIVE: EQ17</b> To reduce the impact and incidence of domestic abuse.		<b>Key Outcomes:</b> A robust process is in place to allow all members within the community to report incidents of domestic abuse.		
Key Actions	Responsibility	Resources additional to base budget	Timescales	Comment
Continue to play an active role in the Worcestershire Forum Against Domestic Abuse	Head of Communities Redditch Community Safety Partnership		2010 -Ongoing	Quarterly meetings are held
Offer a drop in support service for people experiencing domestic abuse.	Head of Housing . Stonham	The use of Redditch Borough Council premises	2010/2011	The frequency of sessions is still to be agreed on.  Redditch Borough Council will take the lead to provide premises to facilitate the drop in centre.

To commission research into sexual violence and devise appropriate action plan	Head of Communities Redditch Community Safety Partnership	£15,000 has been secured through Home Office funding	Research to be completed by March 2010. Associated action plan to be developed	Timescales associated with the action plan will need ratification by the Redditch Community Safety Partnership
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<b>OBJECTIVE: EQ18</b> To change an individual's gender on the production of a Gender Recognition Certificate		<b>Key Outcomes:</b> To ensure our services meet the requests of our Community members		
<b>Key Actions</b>	<b>Responsibility</b>	<b>Resources additional to base budget</b>	<b>Timescales</b>	<b>Comment</b>
A training programme to be delivered to front-line staff	Human Resources Equality Champions	The training programme will need to be built into the training budget	2009/10	The training will be delivered on a three year rolling cycle
Service records which are held for an individual will be changed on production of a Gender Recognition Certificate.	Redditch Borough Council		2010/11	Records to be amended within one month following production of the certificate.

<b>OBJECTIVE: EQ19</b> To ensure Child Care Services are made accessible to men	<b>Key Outcomes:</b> All Child Care services made equally available to both males and females.
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Key Actions	Responsibility	Resources additional to base budget	Timescales	Comment
Promotion of Sure Start Children's Centres in areas where males would access the information.	Head of Communities	.	2010/11	In line with impact assessments
Ensure our Leisure Services Family facilities are accessible by men	Head of Leisure Services	.	2010/11	In line with impact assessments

<b>OBJECTIVE: EQ20</b> To reduce the Incidence of Hate Crime and Hate Incidents		<b>Key Outcomes:</b> To ensure the hate incident reporting procedure is accessible by all members of the community		
Key Actions	Responsibility	Resources additional to base budget	Timescales	Comment
To ensure the promotion of the Hate Incident Procedure reaches all groups within the community	Hate Crime partnership	To support the promotion of the Hate Incident Procedure within the Community	20010/11	The promotion of the service will be reviewed annually
To ensure that where possible a resolution is found for the victim	Hate Crime Partnership		2010/11- Ongoing	To ensure ongoing confidence from victims of a Hate Incident it is critical that the panel are able to bring a resolution for the victim in a timely manner. Initially contact with the victim will be made within 7 working days of the report being made

