

SOUTHAMPTON CITY COUNCIL EQUALITY ACTION PLAN 2013 -2016

This Equality Action Plan will deliver key cross-cutting outcomes that underpin the council's seven strategic equality objectives. This Action Plan does not cover "business as usual" or specific actions and targets identified in the Council Plan (2013-16).

Priority outcomes we want by 2016	Key actions by 2015/16	Success measures for 2016
Council strategies, policies and plans are informed by a thorough knowledge of the needs of, and impact on, diverse communities	Review what information is collected and required, and identify any knowledge gaps to ensure the data reflects the diversity of the city.	The council's performance management and customer insight framework incorporates collection and analysis of the needs of diverse communities.
	Work with the Leadership Group to embed equalities issues into the decision making process.	All decisions made by Cabinet and Council evidence how equalities issues have been considered and what actions have been taken as a result.
	Increase opportunities for those who may be most affected by budget proposals to understand the possible impacts and provide their views on possible changes.	Evidence of how analysis of impact has informed decision-making about future savings proposals
Customer focussed and accessible services, that take into consideration the changing diversity of the city's population, with improvements in how customers can access council services and information	The City Survey, in October 2013, will include information on diversity so that a baseline on satisfaction can be determined.	Evidence of improvement in service delivery and satisfaction levels from groups identified in the Equality Act that are regularly monitored.
	The analysed results of the City Survey, together with the Equality Profile, will be used to agree equality measures that are reported upon to Cabinet and on the council's equality webpage. This will include potential service improvements.	
	New best practice consultation guidance for staff that takes into account the needs of diverse communities and new forms of online communication.	
Improve and regularly update the council's image bank used in Council communication material so that it reflects the diversity of the City.	Improved promotion of Southampton as a diverse city, evidenced by customer feedback.	
Fair policies that reduce discrimination and help the council's workforce to be reflective of the local population	Review and revise the council's HR policies to ensure they reflect national best practice. This will include a review of workforce data collection and analysis systems.	The council's workforce profile reflects the city's diversity.
	Produce and publish an annual HR Equalities report, which will inform workforce development.	
An increased sense of belonging, with stronger relationships between communities	In partnership with other agencies, promote the work of diverse communities and their participation in city life	To be agreed by October 2013