

Appendix 1: Equality Objectives 2018-21

The Public Sector Equality Duty requires that local authorities set at least one relevant equality objective. The Council has therefore set the following objectives:

Outcome	Action	Responsible officer(s)	Update	Status
Dementia Friendly Community Status achieved in Rochford Town	Work with Rochford Parish Council (as the lead organisation) to achieve DFC status by March 2019	Strategic Partnership Officer		
Equality Impact Assessment considerations to be mainstreamed for all policy and procedures	EIA to be appendix to all key decision and committee reports	All staff		
Improve Hate Crime reporting procedure in the District	Set up a Hate Incident Reporting Centre (HIRC) in the District by March 2019	Community Safety Officer		

The following objectives were followed between 2015-18:

Action	STATUS	Progress
Ensure that Equality Impact Assessments for are completed (where relevant) for projects that come out of the Council's Business Plan 2016-20		Corporate Equality Impact Assessment template included in Programme Office toolkit for Business Plan projects. Partial coverage of business only. New action to be carried forward to embed the process for all service areas.

Action	STATUS	Progress
Having regard to the Ageing Population Strategy 2014-17		<p>Reporting on the action plan was undertaken on an annual basis via a Portfolio Holder Report. The Strategy was not updated with the focus of the work for the older population being undertaken within the partnership setting of the Castle Point and Rochford Health & Wellbeing Board.</p> <p>Action completed.</p>
Implement an e-learning module on Dementia (a growing issue within the District) in liaison with the Alzheimer's Society by December 2015.		<p>Module launched and made available to all staff in January 2016.</p> <p>Action completed</p>
Set up Dementia Action Alliance (DAA) in Rochford Parish by December 2016. Once set up, promote to other parishes. Work towards becoming a dementia friendly council by March 2017		<p>60% of staff have received Dementia Friends training.</p> <p>X2 Dementia Friends sessions have been held for elected members.</p> <p>The Council is now aware of the role it can play in taking a lead in promoting Dementia as set out in <i>Dementia friendly communities – guidance for councils</i> published by the LGA. For example, the Public Health Improvement Officer has worked to promote Dementia awareness in local sheltered housing schemes.</p> <p>Safe at Home grants have been introduced for residents with a dementia diagnosis to make minor adaptations to their homes.</p> <p>Focus of the Council has shifted to getting Dementia Friendly Community Status for Rochford.</p> <p>Rochford DAA soft launch in January 2017 and hard launch in September 2018. DAA</p>

Action	STATUS	Progress
		<p>promoted to other parishes through presentations Parish Summit events and at other meetings. One parish council has since asked to join the Rochford DAA.</p> <p>Action ongoing</p>