

## Appendix 2

### Warwick District Council – Equality and Diversity Priorities

	Priority objective	Why a priority
1	To provide better leadership and consistency of approach ensuring our role as community leader influences the way services are delivered internally and externally in order for them to be responsive to customers needs.	We have made significant progress around equality and diversity. However we need to improve our approach to make equality and diversity more accessible in all Services Areas charged with delivering services on the ground.
2	Make better use of service user information to inform ourselves about the Councils performance in meeting the needs of all customers.	To improve the efficiency of services delivery to all of the Council's customers.
3	Improve our approach as an employer ensuring we promote equality of opportunity and positives attitudes between different groups.	Our employee monitoring data shows that although we are moving in the right direction our workforce does not fully reflect the communities that we serve, particularly at senior level.
4	Manage the performance of our equality and diversity work and the delivery of our action plans effectively	We need to manage our equality and diversity work by better target setting and improved monitoring of performance against any targets identified.
5	Develop our capacity so that our employees have the knowledge, skills and confidence to deliver our action plan.	Evaluation of our equality and diversity training so far has revealed that although staff benefited from training provided initially – there is still a need to develop a consistent on-going training programme.
6	Improve how we involve people in monitoring and challenging our equality and diversity performance, in the delivery of our statutory responsibilities and supporting functions	We need to improve how we involve different groups of people in further developing our Equality and Diversity Scheme and in reviewing our progress

<b>7</b>	<b>Influence our contractors to help meet our general equality duties by ensuring the guide to equality and procurement is used when tendering, issuing and monitoring contracts</b>	<b>Make more of an opportunity as a procurer of goods and services to promote equality of opportunity.</b>
<b>8</b>	<b>Influence our partners to meet the duties for public bodies and drive up standards in equality and diversity work</b>	<b>To make more of an opportunity we have as a partner to ensure that they are meeting the equality duties.</b>
<b>9</b>	<b>Communicate and report about our progress more consistently and effectively and make sure our information is accessible</b>	<b>We need to develop a recognisable structure for communicating about equality and diversity</b>