

# OUR EQUALITY OBJECTIVES

Social Inclusion Unit



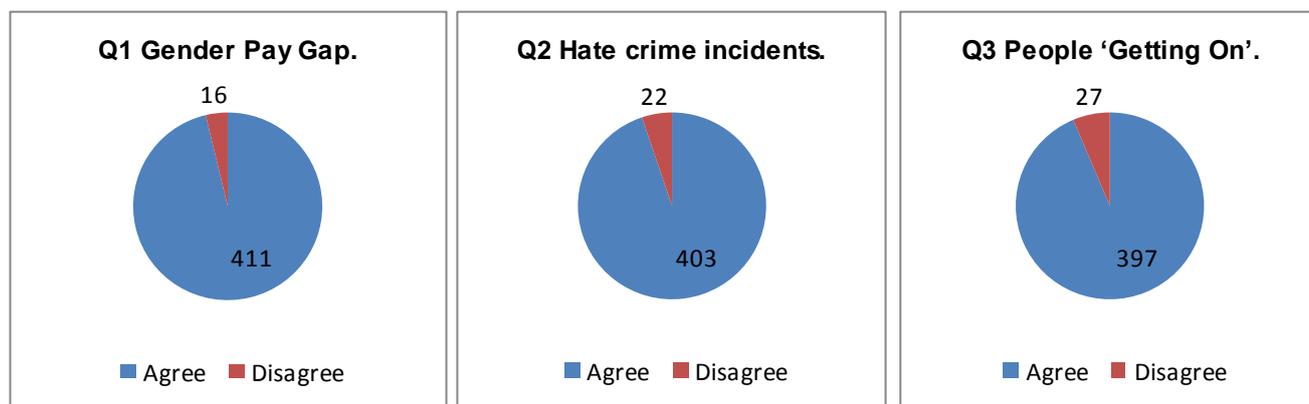
As a [Brilliant Cooperative Council](#) we are committed to promoting a more equal city and ensuring that we treat everyone with dignity and respect. To comply with equality legislation we must publish one or more Equality Objectives every four years. Our performance against our first equality objectives, set in April 2012, is set out in '[Our commitment to Equality and Diversity](#)'.

Following initial consultation with over 50 organisations and individuals representing diverse communities we published refreshed draft objectives in January 2016, to:-

1. Reduce the gap in average hourly pay between men and women by 2020.
2. Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.
3. Increase the number of people who believe people from different backgrounds get on well together in targeted neighbourhoods by 2020.

In line with our commitment to put citizens at the heart of decision making we consulted the wider community through an online survey during February and March 2016. We asked people to tell us if they agreed with our proposed objectives and invited them to comment.

Over 400 people responded and they were overwhelmingly positive.



They told us:

- “I do the same job as a man so why should I be paid less”, and, “there is no reason to have inequalities in the workplace in the 21<sup>st</sup> Century”.
- “If people can feel safe to report incidents, then the true figures will be more likely to emerge” and, “this needs strong leadership from key organisations in the city”.
- “Plymouth needs to be encouraged to become more cohesive and accept diversity of all types”, “one community together as equals”, and, “you cannot force people to get on; however you can help to create an atmosphere where we accept and respect difference”.

We will work towards achieving these objectives over the next four years. We will set annual SMART performance targets to monitor our progress in line with our corporate target setting procedures.

You will find more information about our equality work on our [equality and diversity](#) page. Or you can contact the Social Inclusion Unit on (01752) 304321, or by email at [inclusion@plymouth.gov.uk](mailto:inclusion@plymouth.gov.uk).

We would like to thank everyone who contributed to our consultation.