

WESTMINSTER CITY COUNCIL

STATEMENT OF DECISION

SUBJECT: SUPPORTING THE DELIVERY OF CITY FOR ALL: REFRESHING OUR EQUALITY OBJECTIVES

Notice is hereby given that the Leader of the Council, has made the following executive decision on the above mentioned subject for the reasons set out below.

Summary of Decision

That the following equality objectives for the Council for the period 2016 – 2020 be approved:

- To promote equality of opportunity across the city by tackling barriers to employment to make a direct contribution to our City for All pledge to reduce the number of long term unemployed by a third.
- To create an environment where all children have an equal opportunity to succeed in life to make a direct contribution to supporting the delivery of our new Early Help offer and Ofsted rated outstanding care to children and young people living in the city.
- To improve the diversity of our workforce to increase the proportion of women and people from black, ethnic and minority background in senior positions; and
- To better understand the needs of our diverse communities in order to show leadership to the government's agenda for tackling discrimination.
- To minimise loneliness, maximise independence and improve mental and physical wellbeing of older people by breaking down barriers to accessing services so as to improve life chances and quality of life for individuals and their communities.
- To support our communities to lead healthy lifestyles through increased participation in sport and physical activity at all ages and of all life circumstances in order to build active communities which are energised, resilient and well.

That the Chief Executive of the council reports annually to the Leader and Cabinet on progress made against delivering these objectives, and that this report is published annually on the council's website.

Reasons for Decision

The Council have a statutory duty to refresh and publish equality objectives for the council in order to remain legally compliant with the Public Sector Equality Duty.

Public bodies subject to the general equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

Each of the six recommended equality objectives makes a direct contribution to supporting the delivery of our 'City for All' vision and is informed by a robust evidence base on local need equality and diversity need.

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