

Halton Borough Council Equality & Diversity Policy Objectives 2026

Halton's Vision

The Council's vision is simply to do all within our power to create, promote and sustain an equal society and environment that fosters positive interactive relationships where people are treated with respect, dignity and fairness

EXPECTED OUTCOMES

Inclusive Policies – Policies that are designed to be inclusive and equitable, benefiting all members of Halton

Effective partnerships – Collaborative partnerships that leverage diverse expertise and resources to address EDI issues effectively.

Evidence-based decision-making – Data-driven decision-making, identifying disparities and measuring progress towards EDI objectives accurately

Cultural Competent Workforce – A workforce equipped to understand and meet the needs of individuals from diverse backgrounds, leading to improved service delivery

Inclusive Organisational culture – An inclusive and respectful work environment that promotes collaboration, innovation, and employee well-being

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Foster inclusive policies – Embed EDI considerations into policy development processes, ensuring that policies are designed with a thorough understanding of the diverse needs and experiences to promote inclusive outcomes

Build diverse partnerships – Establish strategic partnerships with external organisations, community groups, and stakeholders to collaboratively address EDI issues, leverage expertise, and create a more inclusive Halton.

Enhance data collection and analysis – Improve data collection methods and analyse to gather a comprehensive and disaggregated demographic information, enabling evidence-based decision-making, identifying disparities, and monitoring progress towards EDI objectives.

Provide training & development opportunities for employees to enhance their cultural competency and awareness, enabling them to deliver services effectively and respectfully to individuals from diverse backgrounds,

Foster a culture of inclusion – foster an organisational culture that values and celebrates diversity, promoting inclusivity, respectful dialogue, and creating opportunities for employee resource groups or networks to drive EDI initiatives

ACHIEVEMENTS TO DATE

Disability Confident Level 3

Fair Employment Charter

Equality & Diversity Training for all employees and managers

Equality Impact Assessment Training

Completed EDI review of HR Policies

Adoption of the Reverse EDI Mentoring Programme

EDI Staff Network Groups Established

New & revised EDI Policy

Responsibilities for the Objectives

Executive Board

Senior Management Team

Departmental Managers

Employees

Risks

Failure to understand the diverse needs of our communities, employees and customers

Reputational Damage

Poor employee relationships leading to increased costs

Failure to realise the benefits of a diverse workforce

Residents in Halton living in fear of discrimination and harassment

Failure to meet the standards of the Equality Act 2010

Reduce in community cohesion