

## CHANGES TO THE CONSTITUTION (LDS/058)

Function	Proposed amendment	Reason for amendment
Article 4 –The Full Council – Page 16  (Andrew Davies)	Further information relating to this change is attached as Appendix C1.	Further information is contained within the Appendix C1.
Functions of the Staff Appeals Board – Page 139  (Lucasta Grayson)	<p>Amend the final delegation relating to appeals against dismissal, grading and grievances by employees of the Council to read as follows:</p> <p><u>“The following function is delegated to the Chief Executive, in consultation with the Leader of the Council and the Cabinet Member for Customer and Corporate Services</u>                      Authority to agree a Compromise Agreement in circumstances where an employee or former employee of the Council has made a claim or has a potential claim against the Council. In addition, where the Compromise Agreement includes an amount of financial compensation, the Chief Executive, in consultation with the Leader of the Council and the Cabinet Member for Customer and Corporate Services, has delegated authority to agree the amount following consultation with the Head of Legal and Democratic Services <b>(where the Chief Executive is the subject of the agreement then the Section 151 Officer will replace them in the authorisation process).</b>”</p>	<p>To bring the delegation in line with the current Pay Policy.</p> <p><b>Additional wording is shown in bold.</b></p>
Responsibility for Cabinet Functions –Page 155  (Andrew Davies)	Further information relating to this change is attached as Appendix C1.	Further information is contained within the Appendix C1.



<b>Function</b>	<b>Proposed amendment</b>	<b>Reason for amendment</b>
Policy Framework Procedure Rules – Page 163  (Andrew Davies)	Further information relating to this change is attached as Appendix C1.	Further information is contained within the Appendix C1.

## **Corporate Equality Statement**

### **Purpose of this report**

This brief report is intended to provide members of the General Purposes Committee with sufficient information to support my recommendation that the Council replaces its current Corporate Equality Scheme with a new Corporate Equality Statement. This will involve removing the Corporate Equality Scheme from the list of Policy Framework Documents (PFDs) and having alternative arrangements in place.

Attached to this report are the proposed Corporate Equality Statement (Appendix C1) and the current Corporate Equality Scheme (Appendix C2) for comparison.

### **Policy Framework Documents**

- PFDs are major plans and strategies which, although proposed and considered by the Cabinet, will be the responsibility of the Full Council. Once a policy framework is in place, it will be the responsibility of the Cabinet to implement it.
- Some plans and strategies must be classed as a PFD by law, however the Council has adopted other documents as PFDs as a local choice.
- The Corporate Equality Scheme was adopted by the Council as a PFD as a matter of local choice.

### **Background**

The following details provide the rationale for my recommendation:

- The current Scheme was initially developed in 2008 and the revised version was approved by Cabinet on 23 March 2011.
- The Scheme was developed at a time when equalities issues were not embedded sufficiently across the Council and there needed to be a greater focus on this issue.
- In 2010 the Council had a peer review against the IDeA Equality Framework for Local Government. This provided impetus to the organisation to further develop its approach to equalities issues and gain recognition for its good practices. It was also an important element of the Audit Commission's re-inspection of Housing Management Services in March 2010.
- Significant work has been completed since the original peer review to help mainstream our equalities practices.
- In September 2012 I completed a review of the current Scheme. Following consultation with members of our staff groups I produced a concise Corporate Equality Statement, which reflected their views about how the organisation should show its commitment to equalities and diversity issues for both employees and members of our community.

### **Current situation**

The following details provide a summary of our current good practice:

- The requirements of the Equality Act 2010 and the Public Sector Equality Duty within it have required the Council to maintain a focus on equality and diversity issues. For example we now publish on our website details about our: Equality Objectives; Corporate Equality Action Plan; equality data for workforce monitoring and our Equality Impact Assessments.
- However, in the current climate of less auditing the Council is aiming to streamline its processes and deploy its resources to serve our community in the most effective way.

- Many of the details within the Scheme have been superseded; such as data about the context for Crawley, which is available elsewhere in the authority. References to the Equality Framework for Local Government are no longer relevant as the organisation has decided not to seek re-accreditation against this standard in 2013.
- I updated our approach to completing impact assessments in 2011 to take account of changes introduced in the Equality Act. Service heads are encouraged to use impact assessments in a targeted way; particularly when considering whether to introduce, change or stop a policy, service or process which is likely to have an impact on those that use or are likely to use it.
- Both Lucasta Grayson (Head of People and Technology) and I believe that in future it would be appropriate that this document is approved by key Members and officers, rather than going via Cabinet to Full Council. If the Committee is minded to recommend to Full Council that the Scheme be removed from the list of PFDs, then the Leader will be requested to delegate authority to approve the Corporate Equality Statement to the Cabinet Member for Customer and Corporate Services and the Cabinet Member for Community Engagement in consultation with the Head of People and Technology.
- I believe that this new Statement maintains the Council's commitment to equality issues and provides a pragmatic approach for the future to ensure that there is continued focus on equalities issues.

#### **Options available**

I believe that there are a couple of options available to the Committee.

- Leave the current Scheme in place on the list of PFDs, although this is a less meaningful document to the Council than a few years ago.
- Remove the Scheme from the list of PFDs and request that the Leader delegate authority to approve the Corporate Equality Statement to the Cabinet Member for Customer and Corporate Services and the Cabinet Member for Community Engagement in consultation with the Head of People and Technology.

My **RECOMMENDATION** is to remove the Scheme from the list of PFDs and request that the Leader delegates authority to approve the Corporate Equality Statement to the Cabinet Member for Customer and Corporate Services and the Cabinet Member for Community Engagement in consultation with the Head of People and Technology.

**Andrew Davies**

Organisational Development Manager

(14 December 2012)

# CORPORATE EQUALITY STATEMENT

## Introduction

The Council developed its first Corporate Equality Scheme in 2008 following extensive consultation. As an organisation, working with its partners across the town, we are committed to the principles of Equality and Diversity in the delivery of services, in supporting the local community and as an employer. This statement will not duplicate information that is available elsewhere on the Council's website and it gives an update to the original scheme, clearly setting out the high level principles that we aim to follow.

Equality means that everyone is treated fairly and in accordance with their individual needs. This does not necessarily mean that people experience the same treatment, but that the treatment will lead to fair outcomes. Diversity means valuing and embracing people in terms of their background and for the differences, skills, abilities and experiences they bring into the workforce and in the wider community.

## Principles

The principles that we will follow are included in our Corporate Plan, with reference to 'valuing diversity, inclusion and equality.' More specifically we will:

- Work closely with our community partners to do the best we can for the diverse community within the town.
- Consider the potential impact on members of our community of introducing new or changing existing policies, services and processes. Summaries of these impact assessments are available on our website.
- Ensure that equality considerations are an integral part of our policies, planning and delivery of services.
- Consult with our community for considerations that may affect them.
- Be committed to and accountable for equality and diversity related issues throughout the organisation, including where these relate to current and prospective employees.
- Treat our customers and employees with dignity and respect.
- Provide equality of access to services and other support for members of the community and our workforce.

## Commitment to Equalities

We produce an annual Corporate Equality Action Plan which supports this statement.

- This includes publishing specific actions that have equalities implications and which have been identified in service areas' annual work programmes. This plan is published annually and is updated quarterly.
- The Chief Executive and Corporate Management Team have an ongoing responsibility for the monitoring and review of the action plan. The Portfolio Holder for Community Engagement is the Equalities champion for Councillors.

## Legal Requirements

We have worked to ensure we meet the requirements of the Equality Act 2010 as an employer and provider of services. We will:

- Not discriminate against individuals on the basis of the nine protected characteristics; these being age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief (or non belief), sex or sexual orientation.

## **APPENDIX 1: CORPORATE EQUALITY STATEMENT**

- Meet the Public Sector Equality General Duty in carrying out our functions, having 'due regard' to the need to: eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between persons who share a protected characteristic and those who do not; and foster good relations between those who share a protected characteristic and those who do not.
- We will publish high level equality objectives on a regular basis and publish workforce development information on an annual basis.
- We will monitor our actions in order to meet these requirements.

We hope that members of both our community and our workforce value this statement outlining the principles that we'll follow in delivering services and being a good employer. We will aim to maintain our ongoing commitment to equalities in the future.

**Councillor Duncan Crow**

Portfolio Holder for  
Customer & Corporate  
Services

**Councillor Nigel Boxall**

Portfolio Holder for  
Community Engagement

**Lucasta Grayson**

Head of People &  
Technology

November 2012



# CORPORATE EQUALITY SCHEME

## **APPENDIX 2: CORPORATE EQUALITY SCHEME**

### **Human Resources and Development Division**

Human Resources & Equalities Team

February 2011

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## APPENDIX 2: CORPORATE EQUALITY SCHEME

### Our commitment to equalities

Crawley Borough Council, working with its partners across the town, is committed to the principles of Equality and Diversity (E&D) in the delivery of services, in supporting the local community and as an employer.

Our Corporate Equality Scheme and action plan sets out in more detail these commitments taking into account the challenges facing the town. We are working in a difficult economic climate with significant reductions in public spending and with a growing diversity to an already multicultural population this brings about a variety of changing issues and needs.

Our Corporate Plan 2010-2015 with our mission “to be a high performing council creating a successful future for Crawley” and our Sustainable Community Strategy define how we will consider these implications whilst continuing to address key priorities in the local area.

In 2010 the council was proud to be awarded Level 2 “Achieving” of the Equality Framework for Local Government by Local Government Improvement and Development (formerly the IDeA). This was in recognition of the standard and achievements of our work and has provided a platform by which we can take forward further action to support excluded, marginalised, hard to reach and disadvantaged groups.

We have been working to ensure we were ready to meet the requirements of the Equality Act as an employer and provider of services. This scheme has been prepared taking into account the requirements of the Act and whilst not all the elements have been finalised the majority of the provisions came into force on 1<sup>st</sup> October 2010.

We recognise that delivering real improvements for Crawley requires more than simply developing a scheme. We have made significant progress to integrate key aims and values through the planning and delivery of our work and into the culture of the council so that we can ensure it is at the heart of what we do.

We hope that you value this scheme as an ongoing strategy and measure by which we can update you on our progress. Should you have any comments or queries regarding the scheme or aspects of our equalities work please do not hesitate to contact us.



**CLLR BOB LANZER**  
Leader



**LEE HARRIS**  
Chief Executive

## APPENDIX 2: CORPORATE EQUALITY SCHEME

### The context of equalities for Crawley

Economically, Crawley sits at the heart of the Gatwick Diamond sub-region with Gatwick Airport in the borough. The borough accounts for 40 per cent of businesses in West Sussex and is a major centre of wealth creation. Transport links, proximity to London and good quality leisure and community facilities attract many people to Crawley to live, work and visit.

Crawley has a population of 100,000 and the town is the principal urban centre in West Sussex. It has an increasingly diverse community with, for example, longstanding and well established black and minority ethnic communities from the Indian sub-continent and newer migrant workers from Eastern and Central Europe. The town's population is ageing and is projected to grow by more than 2.4 per cent by 2016.

As a public authority the council has recognised the requirement placed upon us to take positive action to ensure all our customers and staff are treated in accordance with their needs, and that we actively promote equality and diversity.

All individuals are likely to experience different forms of disadvantage depending on their age, ethnicity, religion or belief, sexual orientation, gender, and whether or not they have a disability.

The council collects and collates a range of data and information to form our community profile, details of which can be found on our website. This includes data from the 2001 census which will be repeated again in 2011 along with more recent data including our own surveys, customer profiles, information shared by partners and reference to regional and national data. This data is used to build a picture of the borough to help us understand and anticipate the needs of the community and ensure our services are resourced to meet these needs. Whilst the census is probably the most accurate estimate of population data it quickly becomes out of date. We acknowledge using the 2001 census information means we may not at present have a reliable and up to date estimate of the town's population.

We also produce a workforce profile that sets out information relating to representation within our workforce. The profile is reported each year and is published on the council's website and intranet, any workforce figures quoted in this scheme reflects data at 31<sup>st</sup> December 2010.

Moving forward the Equality Act has consolidated the nine separate pieces of discrimination legislation. However some differences between the different strands will remain as part of public duties placed on authorities, for which the local context within Crawley must be considered.

### Race

Crawley has the highest black and ethnic minority population in West Sussex at 11.5% <sup>1</sup>, made up mainly from people of Indian and Pakistani origin, with the people declaring themselves as white being relatively low in comparison to the regional statistics. The council has excellent links with local community groups which have

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<sup>1</sup> Source: Census 2001, Crown Copyright

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been built up over a number of years to promote positive engagement. We are also working as part of a county wide initiative for the expanding communities project with the placement of a polish support worker to support the more recent migration of groups such as Eastern Europeans.

Crawley also has a higher proportion of people who have been born outside the EU at (8.7%)<sup>2</sup> compared to the national and regional statistics.

The level of employee representation for black and minority ethnic staff in the council is 7.6%. Whilst this is lower than the 11.5% level of community representation it is comparable to the wider travel to work area for the council of 8%<sup>3</sup>. Currently 1.3% of the top 10% earners are black and minority ethnic staff. We monitor these representation levels and as part of our workforce strategy and provide development programmes for under represented staff groups. There is a well established BME staff group which helps with the identification of need and ensures that staff are supported.

### Disability

There are an estimated 11 million disabled adults in the UK (1 in 5 of the total adult population) and 770,000 disabled children<sup>4</sup>. Many of these people often have less obvious or non-visible impairments.

In the 2001 census survey 14.6% of the population in Crawley reported limiting long-term illness and this rises to 1 in 5 people in some wards. Disability also affects people who provide unpaid care, reducing the time that they have available for economic and social activity. In the census, 2,608 people said they provided 20 hours of unpaid care a week, and 1,651 more than 50 hours per week.

There are therefore a number of social and cultural factors that need to be taken into consideration when identifying the impacts that are relevant to disabled people and their carers within the community.

The council's regularly assesses its public buildings including community centres, leisure facilities and the town hall to ensure they are considered as physically accessible for disabled people with mobility issues. We support Disabled Go, a website where individuals can find detailed information about access to local facilities and venues including hospitals, restaurants, colleges and tourist attractions.

At present, 6.2% of our workforce have declared a disability and 1.0% of the top 10% of earners.

The council successfully retained the 'Two Ticks' accreditation in 2010 recognising the achievements made in championing disability equality in employment, and a staff forum has been established for the identification of their needs including promoting support from our Access Officer and services such as Access to Work.

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<sup>2</sup> Source: CACI Country of Birth Updated statistics 2008

<sup>3</sup> Source: Office of National Statistics

<sup>4</sup> Source: Family Resources Survey 2008

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### **Gender**

Within Crawley, the proportion of working age females in employment is higher than that of males, with the unemployment rate for males being the second highest in the sub-region.

There are nearly ten times more female lone parent households in Crawley than male lone parent households. Nearly 30% of female lone parents are in part-time employment and 23% in full time employment<sup>1</sup>. This leaves just under half dependent on benefits and/or maintenance as income.

Overall, the council's workforce is made up of 53% women and 47% men. Although this is an even representation within the workforce, there are some pay grades that have a discernible difference in gender profile, with predominantly female representation at the lower grades, and predominantly male representation at the higher level of grades with women representing 30.7% of the top 10% of earners.

In ensuring equal pay the council implemented Single Status' in 2004. This agreement brought in a number of measures that ensure a system of equal pay is in operation, these include a job evaluation scheme and audits. A gender pay gap is calculated by comparing the average gross hourly rate of pay for men to women of the entire workforce and the Chartered Institute of Personnel (CIPD) suggest nationally this is 12.6%. Whilst the overall profile of our workforce is fairly evenly split between men and women we have reported a gender pay gap of 8.5% this year which reflects that men predominately occupy posts within the higher scales.

### **Religion or Belief**

Within Crawley, the 2001 census confirmed that Christianity was the highest declared religious belief at 67.3% of the population, which is broadly comparable to the national level, but very low in comparison to levels within the region as a whole.

Those declaring their religion as Hindu in Crawley is 3.4% compared to the national level of 1.1%. The Muslim faith is also relatively high at 4.4%, and places Crawley as the 4<sup>th</sup> highest representation within the region.

In 2010 the council extended its confidential monitoring arrangements of staff to include religion and belief. From the total workforce 33% stated they were Christian, 6% other beliefs including Hindu, Muslim and Sikh, 16% no belief, however 45% chose not to provide a response to the question or preferred not to say.

### **Sexual Orientation**

Sexual orientation and gender re-assignment are social groups that have not been surveyed on a national or local basis through the 2001 census. Levels of representation within the local and national community are therefore not available through government research.

However, national issues in relation to employment have been identified through independent surveys, where two-thirds of lesbians and gay men reported workplace

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<sup>1</sup> Source: Census 2001, Crown Copyright

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discrimination including dismissal, physical and sexual assault, ridicule and verbal abuse, and 44% of lesbian, gay and bisexual trade unionists reported discrimination due to their sexuality<sup>5</sup>.

In the extended monitoring arrangements 2% of our workforce declared they are lesbian, gay or bisexual. We are working with staff to understand how best to provide support in the workplace including providing links with staff groups across Sussex and guidance for staff and managers to support employees who may undergo gender reassignment.

### **Age**

As life expectancy increases and the birth rate remains low, the proportion of the population aged over 65 will increase dramatically. Older people will become an ever more significant proportion of the population, and society will increasingly depend upon the contribution they can make.

Crawley has a population of nearly 50,000 men and almost 51,000 women.<sup>1</sup> The distribution between men and women is fairly even in the lower age ranges but there are significantly more women surviving into their seventies, eighties and nineties. Life expectancy for men in Crawley is higher than, and increasing more than, the national average. Life expectancy for women is comparable to the national average but lower than the regional average.

33% of the council's workforce are over the age of 50 and another 32% are over 40. In comparison there are only 7% of employees who are under the age of 25. This is a statistic which is reflected in local authorities across the country. We are making links with schools and colleges to encourage young people to consider careers in local government with work experience and training opportunities being expanded. We have implemented a young peoples' recruitment framework utilising a range of placement options to make the council an attractive employer. We also offer flexible working arrangements to encourage staff to work beyond the normal retirement age and are preparing for the removal of the default retirement age in 2011.

### **Socio economic**

Inequality and disadvantage are not only associated with issues such as gender, age, disability or ethnicity. Inequality often results from an individual's family background or where they were born. Analysis of deprivation and census data in Crawley shows there are some areas within neighbourhoods where deprivation and social exclusion are experienced. This is particularly evident with regards to health and wellbeing with more than a five year gap in life expectancy between the east and west of the town and the needs of the increasingly elderly population.

The coalition Government is currently considering how best to address issues for socio economic disadvantage through policies and initiatives including provisions within the Equality Act.

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<sup>5</sup> Equalities Framework research undertaken by Mayor of London 2002

<sup>1</sup> Source: Census 2001, Crown Copyright

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### **What is Diversity and Equalities?**

Diversity means valuing and embracing people in terms of their background, culture, race, disability, gender, sexuality and for the differences, skills, abilities and experiences they bring into the workforce and in the wider community. Managed positively, it can make an organisation more efficient, effective and equitable.

Equality means that everyone is treated fairly and in accordance with their individual needs. This does not necessarily mean that people experience the same treatment, but that the treatment will lead to fair outcomes.

'Equality' also provides us with an all inclusive term that enables the council to address each of the areas described above, as the recognition of need and the delivery of appropriate services in response to that need, is the ultimate outcome the council is committed to.

### **Key Legislation in place to support equalities**

#### **Human Rights Act**

The Human Rights Act 1998 (HRA) sets out a right for everyone to have access to public services and the right to be treated fairly and with dignity. It includes the right to be safe and protected from harm and the right to take an active part in your community and society.

#### **Equality Act**

The Equality Act came into law on 1<sup>st</sup> October 2010 replaces the existing raft of anti discrimination legislation with a more consistent approach in terms of employment and service provision within the public sector. The Act provides protection from discrimination on the basis of "protected characteristics":

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex and
- Sexual orientation

Many of the key concepts from the previous legislation remain intact or with minimal changes. Where new protections have been introduced the council is working to ensure these are implemented fully in relation to employment and service provision. These include the general and specific duties for the public sector to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

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- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

### **Our strategic approach to equalities**

It is clear that the success of any scheme in addressing inequality must be judged by outcomes and not processes. In order to deliver improvement most effectively, we have put in place a number of actions and functions. The overall aim of these must be to ensure that equality considerations are an integral part of all our policies, planning, delivery of services and functions and that these are reflected in our strategic aims.

The Crawley Together partnership's Sustainable Community Strategy has been developed with other local community sector agencies and the local community. This defines a number of key areas and principles that are cascaded throughout our policy development functions and into our Corporate Plan - our overall strategic plan for improvement. This ensures that there is commitment and accountability to equalities throughout the organisation, as well as ensuring that awareness is raised with staff, Members and our community partners. The partnership is a network of groups and organisations which have come together to deliver equality for the community.

The council's Corporate Plan, 'Creating a successful future for Crawley' sets out our priorities:

- to ensure that residents have access to good quality services;
- that these are provided as cost effectively as possible;
- that we offer value for money for all council tax payers;
- put the customer first in all that we do;
- that we engage local people in the decisions that affect their lives;
- and make every effort to ensure that Councillors and staff contribute their very best to the council's work.

These are relevant to achieving excellence, but also have significant impact on our responsibility and desire, to ensure individuals and their associated needs are recognised and met. The acknowledgement that many face discrimination in more than one form is a crucial part of this. Each year the council defines a programme of work and activities which flow from the Corporate Plan for each service area. They reflect the needs of customers, opportunities to work with partners and from actions identified through impact assessments.

By developing a culture of understanding and corporate commitment to equalities, this can then lead to the delivery of appropriate high quality services that are focussed upon the diverse and individual needs of the customer.

### **Commitments in relation to equalities**

In 2010 the council adopted the Equality Framework for Local Government as a structure to focus our activities and approach to work in partnership with the community.

The framework identifies five key performance areas:

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- **Knowing your community and equality mapping.** The council recognises the importance of accurate and up to date information has in informing our priorities, decision making and how this data can be used to shape services and objectives. This includes utilising and sharing a range of data and sources at both national and local levels to create a picture for the town.
- **Place shaping, leadership, partnership and organisational commitment.** Strategic leadership throughout the council is essential to ensure there is challenge and accountability for continual progress against our commitments. This involves staff at all levels, a Member Champion for Equalities as well as our Chief Executive as corporate champion alongside external partners and groups. Throughout the council, staff are responsible for the consideration of equalities issues in policy development ensuring we meet these commitments.
- **Community engagement and satisfaction.** Effective engagement and participation is key to ensuring decisions are taken in an open and transparent way. Nationally the agenda for change and localism mean that this will continue and we must find new and innovative ways to work with the local communities together with our public sector partner organisations.
- **Responsive services and customer care.** The council uses feedback from customers, residents and partner organisations and future planning needs to identify how to improve services to ensure they are responsive and deliver excellent customer care. We have committed to a rolling programme of equality impact assessments as a mechanism for identifying and addressing inequality.
- **A modern and diverse workforce.** There are nearly 800 employees at the council and their understanding and commitment to equalities is key to our success. We have a comprehensive programme of training and support for our staff and Members to ensure they understand and are able to meet these expectations.

These performance areas are reflected within the Corporate Equality Action Plan which is produced annually to support this scheme, and is available on our website.

### Monitoring and reviewing the Scheme

It is clear that the Scheme will only be genuinely effective if all the actions and commitments within it are implemented and completed.

The Chief Executive and Corporate Management Team have an ongoing responsibility for the monitoring and review of the action plan. Progress on the action plan and further areas for development are shared with all staff and published on our website with regular updates from the Portfolio Holder for Community Engagement.

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The action plan has been determined through the involvement of staff and their work with community groups and members of the public, alongside the identification of issues through Impact Assessments. The council has a programme of impact assessments that provide a framework for the ongoing review of services, new policies and functions and part of our approach to improving access for customers.

At a Directorate level actions within the Scheme are identified from the relevant directorate service plans, with quarterly and annual reviews.

Progress on the actions identified by this Scheme and results from impact assessments are published on the council's intranet and website at [www.crawley.gov.uk](http://www.crawley.gov.uk) alongside an annual progress report.

### **Comments and complaints**

We believe in continual improvement, and are very keen to hear what members of the community, employees and others think of this scheme and council services in relation to equalities and diversity.

For individuals wishing to make contact with the council in relation to the development of this scheme, including the identification of issues and barriers being faced by members of the public and staff, the responsible officer is:

**Lucasta Grayson**  
**Head of People and Technology**  
Crawley Borough Council  
Town Hall  
The Boulevard  
Crawley  
RH10 1UZ

Tel: 01293 438 213  
Fax: 01293 438 600  
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E-mail: [lucasta.grayson@crawley.gov.uk](mailto:lucasta.grayson@crawley.gov.uk)

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### Publication of the Corporate Equality Scheme

A copy of the Scheme can be obtained from Human Resources, Crawley Borough Council, Town Hall, The Boulevard, Crawley, RH10 1UZ, and is also available via the council's website ([www.crawley.gov.uk](http://www.crawley.gov.uk)).

The Corporate Equality Scheme is available in other formats on request. Please indicate your preferred format below, and return this section to the address below.

Alternatively contact Maggie Maxwell on 01293 438452.

Braille

Large Print

Audio Tape

Computer Disk