

Proposed Equality Objectives – FINAL

Equitable Access

We will use data, evidence and community insight to focus our activity where it can have the greatest impact, ensuring people who face higher risks or barriers are better supported while improving safety outcomes for all.

We will analyse incident trends, vulnerability and access barriers to target our prevention, protection and emergency response work where it will be most effective. This ensures people with greater needs receive appropriate support, while all communities benefit from a safer and more responsive service.

Employer of Choice

We will create a fair, supportive and high performing workplace where people want to join, stay and develop, and which reflects the breadth of experience, talent and perspectives within Berkshire.

We aim to be an organisation where people feel valued, respected and able to do their best work. We will attract high quality candidates from a wide range of backgrounds, provide clear opportunities for development, and build trust through fair processes and strong leadership all while maintaining the highest professional and operational standards.

Belonging at work

We will build a respectful and psychologically safe culture where everyone feels they belong and can contribute to their full potential.

This means setting clear expectations for professional behaviour, supporting open communication and helping staff develop the skills needed to work well with colleagues from different backgrounds. By embedding inclusive behaviours into daily practice, we can strengthen teams, improve wellbeing and help everyone thrive across the organisation.

Inclusive by Design

We will design our services, information and environments so they are accessible, clear and easy for everyone to use.

We will identify potential barriers early and develop practical, proportionate solutions to remove them. By using Equality Impact Assessments effectively and collaborating with staff and communities, we will ensure our services, processes and premises are fair, inclusive and fit for purpose.