

PROGRESS WITH CORPORATE EQUALITY ACTION PLAN 2011/12

EFLG Framework Requirement	Action	Deadline For Action	Officer(s) Responsible	Target Outputs and Outcomes	Performance Measures	Progress
Knowing Our Community						
2.1 / 2.2 / 2.8 / 2.10	Issue guidance to improve equalities monitoring at service level (including procured services and covering access to services) to help fill gaps in information, and develop performance indicators, focusing on those services most relevant to meeting the aims of the Equality Duty as agreed with CMT	June 2011	Organisational Development	Improved monitoring of protected groups where required	Monitoring guidance issued to relevant services	Draft equalities monitoring form prepared June. Final guidance issued to services September
2.1 / 2.3	Work with LSP partners to develop an equality data sharing framework to add to the equalities information we already hold about communities in the Dales	March 2012	Organisational Development	Improved understanding of Dales communities and their needs	Framework and format for reporting in place and partners providing information	Approach agreed in principle. To be progressed once partners have finalised their own organisational data
Leadership, Partnership and Commitment						
2.4	Confirm equality objectives (and the actions required to deliver these) that the District Council needs to achieve to meet the Equality Duty	March 2012	CMT / Organisational Development	Improved equalities outcomes for service users and employees	Equality objectives published by statutory deadline	To be developed for consultation in early 2012 (specific duties require publication by 6 April 2012)
2.5	Continue to report regularly to CMT and prepare annual progress reports on equalities to Committee and LSP Board, including progress with the Corporate Equality Action Plan	March 2012	Organisational Development	Improved understanding of equalities issues and progress towards tackling equality priorities	Bi-annual reports to Corporate Management Team Annual website update Action Plans delivered to schedule Annual report to Committee and LSP Board	Achieved (this report)

2.6	Publish equalities information about the Council's workforce and service users to support implementation of the Equality Duty	December 2011	Personnel / Organisational Development	Improved understanding of users and their needs and areas for service improvement identified	Equality information published by statutory deadline	Information already collected by services to be used initially then gaps filled using information collected through additional monitoring (specific duties require publication by 31 January 2012)
2.7 / 2.27	Develop and progress a corporately prioritised programme of Equality Impact Assessments for 2011/12	June 2011 to March 2012	CMT / Relevant services	Consideration of equalities issues prior to significant decisions	Programme agreed with CMT and underway	Programme of priority EIAs agreed June. <u>EIAs completed:</u> - Review of Public Conveniences - Proposed Transfer of Wirksworth Learner Pool - Draft Corporate Plan 2011-15 - Waste contract 2012 (review of previous EIA) - Visitor Services (draft) <u>EIAs planned 2012:</u> - Draft Core Strategy - Draft Leisure Strategy - Taxi Licensing - Parks - Street Cleansing - Car parks - Markets (tbc)
2.9	Continue to promote services and support available to the elderly and disabled and equality improvements achieved through the District Council's website, dalesMATTERS and at key events	March 2012	Organisational Development working with service leads	Increased awareness of the support available to the elderly and disabled	Survey of attendees at Liberation Day	On-line payments facilities, Benefits, Environmental Health and Leisure services (Walking for Health) promoted at June Liberation Day. Equality improvements resulting from Housing and Benefits EIAs promoted via website.
Community Consultation and Engagement						
2.14 / 2.15	Carry out consultation to help develop corporate equality objectives as part of the Consultation and Engagement Programme for 2011/12	March 2012	Organisational Development	Equality objectives informed by those affected	Consultation activities completed involving appropriate groups	To take place early 2012
Responsive Services and Customer Care						
2.17	Provide practical guidance to services to help embed equality objectives and actions from EIAs into service plans (links to 2.2 / 2.10)	October 2011	Organisational Development	Consideration of equalities issues within the service planning process	Enhanced service planning guidance prepared and issued	Issued with service planning guidance 1 November
2.21	Update and re-launch Dignity and respect policy	May 2011	Organisational Development		Policy re-publicised as part of the DPF's Community cohesion campaign (Bringing People Together)	Policy updated and included on dalesNET June. Promoted via website and DDCVS networking event July

Modern and Diverse Workforce

2.29	Provide equalities training for Members and employees	December 2011	Democratic Services / Organisational Development	Improved awareness and practical understanding of equalities legislation, the Council's Equality and Diversity Policy and best practice	Equalities training course delivered	Members training events held July and September.
2.29	Include more practical guidance on equalities within the induction process for new Members and employees and consider any further equalities training needs within the annual PDS	May 2011 then ongoing	Organisational Development	Improved awareness and understanding of the relevance of equalities to their role	Induction pack updated	Updated briefing notes on Equality Act and amended Equality and Diversity Policy provided to Members at May induction day
All	Promote the Council's updated Equality and Diversity Policy to employees and Members via dalesNET and staffMATTERS	April 2011	Organisational Development	Improved awareness and understanding of the Council's equalities policies	Include question within annual Employee Survey	Amended Equality and Diversity Policy posted on dalesNET and covered in Members equalities training. Question added to Employee Survey 2011 to gauge awareness and understanding of equalities issues - 77% said they understand how equalities issues and policies affect their role / 24% would benefit from further training (under consideration)

