

## Appendix C: Equality Scheme Action Plan – 2009.

<b>Action.</b>	<b>Responsibility.</b>	<b>Timescale.</b>	<b>Outcome.</b>
Agree forward plan for achieving excellent status within the Equality Framework for Local Government.	Diversity Champions.	Forward plan by Spring 2009. Excellent status by April 2011.	Excellent status achieved.
Develop a single framework that gives a simple and clear overview of the Council's approach to equality, diversity and community cohesion.	Equality and Cohesion Team (within Business Transformation) Diversity Champions.	Spring 2009.	Single framework in place that describes the council's values and principles in straightforward terms.
Review refreshed policy framework against specific and general duties.	Business Transformation.	Summer 2009.	Renewed commitment that all key policies meet the duties.
Establish a single performance monitoring framework aligned to the service planning cycle.	Diversity Champions.	Spring 2009.	Effective and timely monitoring taking place.
Review revised service planning guidance to ensure that it continues to appropriately address impact assessment.	Business Transformation.	Early 2009.	Service planning guidance supports the delivery of duty requirements.

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Embed equality monitoring and challenge role of new Building Stronger Communities Select Committee.	Business Transformation.	December 2009.	Select Committee agrees 2009 Annual Report.
Review Council's internet and intranet resources on equality and cohesion.	Equality and Cohesion Team.	Spring 2009.	Refreshed web resources in place and tested with users.
Review equality and cohesion training for councillors, managers and frontline staff.	People Services Diversity Champions.	Summer 2009.	Training needs assessed and programme in place to meet.
Improve collection of employee data monitoring and set corporate targets to reflect borough profile.	Diversity Champions People Services.	Set first phase targets by Spring 2009.	Plans in place to fill information gaps and targets set to reflect borough profile.
Review accessibility of Council communication material.	Equality & Cohesion Team Media & Communications Team Diversity Champions.	Autumn 2009.	Implementation plan for Language and Other Formats Policy embedded and reviewed.

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Review impact assessment process and agree support package with services.	Policy and Partnerships Team Diversity Champions.	Autumn 2009.	Revised guidelines in place for impact assessment that meets service and customer need and Council's statutory duties.
Review partnership approach to addressing victimisation.	Community Safety Team Policy and Partnerships Team.	Spring 2009.	Partnership approach to victimisation reviewed.
Agree effective partnership consultation and engagement processes with all social groups.	Local Strategic Partnership Policy and Partnerships Team.	Community Networking Programme (phase one) Summer 2009.	Effective consultation and engagement processes in place.
Review access by social group to the democratic process.	Equality and Cohesion Team Democratic Services.	December 2009.	Review complete and action to address unmet need agreed.