

**Huntingdonshire District Council  
Race Equality Scheme  
Action Plan 2006 – 2009**

<b>Action</b>	<b>Target</b>	<b>Who is responsible</b>	<b>progress</b>
<b>Year 1 May 2006 – April 2007</b>			
Initial listing and assessment of functions/policies for relevance to general duty		Steering group	
Consultation of RES	August/September 2006	Policy to lead	
Process of impact assessments to begin	By April 2007	Steering Group to lead	
Development of guidance for assessment of <b>proposed policies</b> for impact on race and other equality areas	Prior to commencement of staff training – October 2007	Policy to produce Steering group to approve	
Development of guidance for <b>monitoring</b> & assessment of <b>existing</b> policies	Prior to commencement of staff training – October 2007	Policy to produce Steering group to approve	
Development of guidance for <b>consulting</b> on proposed policies	Prior to commencement of staff training – October 2007	Policy to produce Steering group to approve	
Review of systems and procedures in relation to ethnic monitoring	By April 2007	Steering group to lead	
Report on RES to Cabinet	Annually	Corporate Equality Steering Group	
Publication of RES	Annually	Policy Division	
Establish departmental equality working groups	By April 2007	Steering group to lead on their development	
Evaluate equality training to date	Prior to commencement of staff training – October 2006	Corporate Equality Steering Group & Personnel	
Development of training plan for employees (linked into equality standard)	Commence training by October/November 2006	Corporate Equality Steering Group &	Steering group training May 2006 commenced

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training) e.g. for For equality steering group For managers/general staff Members		Personnel	
Publication of results of equality impact assessments		Policy Division	
Examination of previous years employment (equality monitoring) data	Annually	Personnel	
publication of employment monitoring information	Annually	Personnel	
Annual report on progress to date in achieving RES targets	A year from the date the RES adopted	Corporate Equality Steering Group & Personnel	
Publication of Annual report on website		Policy	
Review of procurement strategy in relation to race	Commence process by April 2007	Steering group & Financial services	
Review of complaints procedure in relation to race, gender & disability	Commence process by April 2007	Policy & Administration	