

## Appendix 2

### Action Plan 2008/2009

Action	Responsibility	Target
Annual review of equality related training (including Member training) <ul style="list-style-type: none"> <li>• Evaluate training to date</li> <li>• Consider linking with development of training plan for employees</li> <li>• Specific training for frontline staff on disability issues – to be assessed through Personal Development Reviews</li> </ul>	PSSD & HR	September 08
Services to consider whether actions arising out of Equality Impact Assessments can be met within existing resources – a co-ordinated approach to be adopted where appropriate	All	
Keep Recruitment Policy under review to align with role out of Resource Link. Ensure introduction of competencies	HR	April 2009
Examination of previous years employment (equality monitoring) data Monitoring and analysis of workforce profiles by equality categories for: <ul style="list-style-type: none"> <li>• applicants for employment, training and promotion</li> <li>• those who receive training</li> <li>• those who benefit or suffer detriment as a result of performance assessment procedures</li> <li>• those involved in grievance procedures</li> <li>• those who are the subject of disciplinary procedures</li> <li>• those who leave the council's employment</li> </ul>	HR	October 2008
Ongoing review of employment equality assessment of local labour market assessment (LLMA)	HR/PSSD	October 2008
Complete HR Equality Policy	HR	June 2008
Complete Equality Impact Assessment of Recruitment Policy	HR	June 2008
Further to analysis of employment monitoring data more research in terms of: <ul style="list-style-type: none"> <li>• Pay gap</li> <li>• Imported discrimination</li> </ul>	HR	March 2009

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<ul style="list-style-type: none"> <li>• Encouraging more females into high grades</li> <li>• Encouraging more males into position graded 8 – 13</li> </ul>		
Ensure gender equality, equal pay and under-represented are considered as part of review of personnel policies	HR	March 2009
Raise general awareness/monitor/evaluate different working patterns and work life balance options available to both male and female employees.	HR	March 2009
Undertake further work to consider why employees do not feel confident reporting gender discrimination	HR	March 2009
Undertake further work to explore further the reasons why people feel that they have been discriminated against	HR	March 2009
Any future employee surveys need to consider the difficulties in obtaining a representative sample from across the whole of the Council	HR	Next employee survey due 2009 On-going
Review Corporate Equality Policy Annual review of action plan Review of Corporate Equality Policy Development of general equality scheme	PSSD	March 2009 March 2010 March 2010
Complete corporate monitoring research	PSSD	September 2008
Undertake equality impact assessment of : <ul style="list-style-type: none"> <li>• Corporate complaints policy and procedures</li> <li>• Dignity at Work policy</li> <li>• Grievance &amp; Disciplinary policy</li> <li>• Open Out</li> </ul>	Administration HR HR Community Initiatives	March 2009 March 2009 March 2009
Further work required to deliver actions within the consultation & engagement strategy	PSSD	March 2009
Report on progress with race/disability/gender equality schemes and Corporate Equality Policy Action Plan targets to Chief Officers, Overview &	PSSD	Spring 2008

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Scrutiny & Cabinet		
Publication of race/disability/gender equality schemes	PSSD	Spring 2008
Assessment and publication of results of equality impact assessments	PSSD	Spring 2008
Consider findings from disability equality scheme consultation: <ul style="list-style-type: none"> <li>• Re-launch consultation findings</li> <li>• Each service to consider recommendations and findings of DES consultation and identify actions</li> </ul>	PSSD All	September 2008
More dedicated leisure facilities with improved access and support available: <ul style="list-style-type: none"> <li>• Consider the extent to which suitable facilities and activities can be provided by leisure centres and leisure development</li> </ul>	Administration Environment & Community Services	March 2009
Greater access to IT and Internet for dissemination of information: <ul style="list-style-type: none"> <li>• Each service to consider how to improve access to services and information about their service using the Intranet/Internet</li> </ul>	Complete in terms of IMD - individual services to continue to consider this.	
Long term involvement with disability support groups and individuals regarding consultation and engagement: <ul style="list-style-type: none"> <li>• commit to consultation and engagement with disability support groups and individuals</li> <li>• Further work to ensure that groups/individuals representing the needs of learning disabled are included in any future consultation on disability</li> </ul>	PSSD	Progress to be made by March 2009
Consider self assessment against requirements of Level 3 of the Equality Standard. Produce action plan for achieving Level 3 (if required)	PSSD	March 2009
On-going review to establish whether further equality detail within the performance management system is required	PSSD	March 2009