

Appendix 2

Action Plan 2008/2009

| Action | Responsibility | Target |
|--|----------------|--------------|
| Annual review of equality related training (including Member training) <ul style="list-style-type: none"> • Evaluate training to date • Consider linking with development of training plan for employees • Specific training for frontline staff on disability issues – to be assessed through Personal Development Reviews | 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"> • applicants for employment, training and promotion • those who receive training • those who benefit or suffer detriment as a result of performance assessment procedures • those involved in grievance procedures • those who are the subject of disciplinary procedures • those who leave the council's employment | 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"> • Pay gap • Imported discrimination | HR | March 2009 |

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| <ul style="list-style-type: none"> • Encouraging more females into high grades • Encouraging more males into position graded 8 – 13 | | |
| 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"> • Corporate complaints policy and procedures • Dignity at Work policy • Grievance & Disciplinary policy • Open Out | 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"> • Re-launch consultation findings • Each service to consider recommendations and findings of DES consultation and identify actions | PSSD All | September 2008 |
| More dedicated leisure facilities with improved access and support available: <ul style="list-style-type: none"> • Consider the extent to which suitable facilities and activities can be provided by leisure centres and leisure development | Administration Environment & Community Services | March 2009 |
| Greater access to IT and Internet for dissemination of information: <ul style="list-style-type: none"> • Each service to consider how to improve access to services and information about their service using the Intranet/Internet | 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"> • commit to consultation and engagement with disability support groups and individuals • Further work to ensure that groups/individuals representing the needs of learning disabled are included in any future consultation on disability | 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 |