

Appendix 1

Corporate Equality Policy - Action Plan progress 2008/09

Action	Progress	Further or continuing work
Annual review of equality training <ul style="list-style-type: none"> • Evaluate training to date • Consider linking with training plan for employees • Assess service specific equality training through PDR's 	Achieved	This action will be reviewed annually
Services to consider whether actions arising out of EIA's can be met within existing resources	Achieved So far all have been met through existing resources	Complete
Keep Recruitment Policy under review to align with roll out of Resource Link. Ensure introduction of competencies	On going	Recruitment Policy to be adopted by summer 2009 EIA of Recruitment Policy needed prior to approval
Examination of previous years (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 to provide by May 2009	This action will be reviewed annually
Ongoing review of employment equality assessment of local labour market (LLMA)	On going	This action will be reviewed annually
Complete HR Equality Policy	Achieved	Complete

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Action	Progress	Further or continuing work
Complete EIA of Recruitment policy	On going	EIA to be completed June 2009
Further to analysis of employment monitoring data, more research in terms of: <ul style="list-style-type: none"> • Pay gap • Imported discrimination • females into high grades • males into positions graded 8-13 	On going, will report with equality monitoring	On going
Ensure gender equality, equal pay and under representation are consider as part of the review of HR policies	On going, part of 3 year rolling programme of review of HR policies	On going
Raise general awareness/monitor/evaluate different working patterns and work life balance options available to both male and female employees	Achieved (flexible working EIA and work life balance training)	Complete
Undertake further work to consider why employees do not feel confident reporting gender discrimination	Achieved (dignity at Work training and availability of First contact)	Complete
Undertake further work to explore the reasons why people feel they have been discriminated against	Partial achievement as there are plans to increase the monitoring of appraisals	On going
Ensure any future employee surveys consider the difficulties in obtaining a representative sample from across the whole of the council	Next survey in 2009/10	On going
Review corporate equality policy: <ul style="list-style-type: none"> • Annual review of action plan (March 2009) • Review corporate equality policy (March 2010) • Develop single equality scheme (March 2010) 	Achieved	This action will be reviewed annually
Complete corporate monitoring research	Achieved	Further work to ensure that this is fully adopted

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Action	Progress	Further or continuing work
		across the council
Complete EIA of: <ul style="list-style-type: none"> • Corporate complaints policy and procedure • Dignity at Work Policy • Grievance and Disciplinary Policy • Open Out 	Achieved On going On going Achieved as part of EIA of Huntingdonshire Community Safety Strategy	March 2010 March 2010
Further work to deliver actions within the consultation & engagement strategy	Partial achievement	Further work required
Report on progress with race/disability/gender equality schemes and corporate equality policy action plan to chief officers, Overview & Scrutiny and Cabinet	Achieved	This action will be reviewed annually
Publication of race/disability/gender equality schemes	Achieved	This action will be reviewed annually
Assessment and publication of results of equality impact assessments	Achieved	This action will be reviewed annually
Consider findings from Disability Equality Scheme consultation	Action replaced by work on disability focus groups for Place Survey	Findings and recommendations from focus group need to be agreed and published
Improved access and support available at leisure centres	Achieved – see EIA of Leisure Services Customer Care Policy. Also: <ul style="list-style-type: none"> • Reception area at St Neots has been improved (lower desks) 	Complete

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Action	Progress	Further or continuing work
	<ul style="list-style-type: none"> Fitness classes aimed at less mobile customers 	
Greater access to ICT for dissemination of information. council to consider how access to services or information about services can be improved by using the Intranet/Internet	Achieved	Complete
Long term involvement with disability support groups and individuals to improve consultation and engagement <ul style="list-style-type: none"> Commit to consultation and engagement with disability support groups and individuals Ensure groups/individuals representing the needs of learning disabled are included in the above 	Achieved Not achieved	This action will be reviewed annually
Consider Level 3 of the Equality Standard for Local Government self assessment. Produce action plan	Achieved	If Level 3 achieved in Summer 2009 this action will be replaced with actions relating to the Achieving level within the new Equality Framework for Local Government
Establish whether further detail required within the performance management system	Achieved	Complete