

Appendix 2

Corporate Equality Policy - Action Plan 2009/10

Action	Responsibility	Target
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 	HR and Policy	March 2010
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	March 2010
Further to analysis of employment monitoring data, more research in terms of: <ul style="list-style-type: none"> • Pay gap • females into high grades • males into positions graded 8-13 	HR	March 2010
Annual review of employment equality assessment of local labour market (LLMA)	HR	March 2010
Complete EIA of Recruitment Policy Complete EIA of Dignity at Work Policy	HR	June 2009 March 2010
Undertake further work to explore the reasons why people feel they have been discriminated against	HR	March 2010
Ensure employee surveys consider the difficulties in obtaining a representative sample from across the whole of the council	Policy	Spring 2009

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Review corporate equality policy: <ul style="list-style-type: none"> • Annual review of action plan • Review corporate equality policy • Develop single equality scheme (which includes age, disability, ethnicity, gender, religious belief and sexual orientation) 	Policy	March 2010 March 2010 March 2010
Produce further guidance on corporate monitoring	Policy	March 2010
Further work to deliver actions within the consultation & engagement strategy	Policy	March 2010
Report on progress with race/disability/gender equality schemes and corporate equality policy action plan to chief officers, Overview & Scrutiny and Cabinet	Policy	March 2010
Review race/disability/gender equality schemes	Policy	Spring 2010
Assessment and publication of results of equality impact assessments	Policy	Spring 2010
Findings from Place survey disability focus groups need to be agreed and published	Policy	September 2010
Continue to involve disability support groups and individuals in consultation and engagement and work towards including groups/individuals representing the needs of learning disabled	Policy	March 2010
Review Living & Working in Huntingdonshire booklet	Community Initiatives	March 2010
Achieve Level 3 of Equality Standard for Local Government	Policy	September 2010