

**UPDATE ON CORPORATE EQUAL OPPORTUNITIES ACTION PLAN**

**To: Community Relations Forum**

**Date: 16 November 2000**

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**A PURPOSE OF REPORT**

1. To provide the Community Relations Forum with an update on the Corporate Equal Opportunities Action Plan 2000/01.

**B PROPOSED ACTION**

2. **The Committee is required to NOTE and COMMENT on the report.**

**C RESOURCE IMPLICATIONS**

3. There are no resource implications arising from the information provided in the report.

**D SUPPORTING INFORMATION**

4. The previous report to the Community Relations Forum dated 14 June 2000 introduced the County Council's Equal Opportunities Action plan which had been developed by the Equal Opportunities Working Group (EOWG) and agreed by the Corporate Senior Management Group. (See **Appendix 1** for an updated version of the Equal Opportunities Action Plan 2000/1 which indicates a summary of progress against each action.)

**E DISCUSSION OF AREAS WHERE PROGRESS HAS BEEN MADE**

**Policy and Planning**

5. A programme of Diversity Awareness Training has been organised for Members and both strategic and operational managers. All managers have been issued with a Diversity Awareness Training Manual which will support them in their responsibility for cascading the information to their teams.
6. Senior Officers from the EOWG have been nominated to lead on the development and implementation of service/departmental policies on equalities. These senior officers are also responsible for consulting appropriate service

users on the contents of the Action Plan in order to gain commitment throughout the organisation.

### **Service Delivery and Customer Care**

7. The Lead Senior Officer for EOWG has responsibility for identifying and agreeing the core set of services to be monitored in terms of equality and establishing equality monitoring systems for use of core services.
8. Progress is being made towards the implementation of an agreed process for auditing access to County Council services under the new Disability Discrimination Act (DDA) Part 3 Provisions.
9. There are a number of issues within the Action Plan which fall under the remit of the Head of Communications. This is currently a vacant post and it is anticipated that the new post holder will commence in due course.

### **Employment (Recruitment and Selection/Development and Retaining Staff)**

10. Kerry Furness, HR Manager, has facilitated several Recruitment and Selection training sessions for school governors which have been positively received.
11. The Social Services Departmental training plan which incorporates equal opportunities principles has been completed.
12. A Racial Incident recording policy is currently being developed which will be implemented in January and will be closely linked to and monitored on a similar basis to the County Council's Complaints policy.

### **Marketing and Corporate Image**

13. The EOWG would like to propose the inclusion of the following Diversity strapline in recruitment advertisements:

*'Positively welcoming applications from all parts of the community'*.

### **F. SUMMARY**

14. The purpose of this report is to provide the Community Relations Forum with an update on progress in implementing both this Corporate Equal Opportunities Action Plan and the departmental equality measures. Departments have begun to develop their own action plans to underpin the corporate one now that lead officer contacts have been established.

