

EBC Equality and Fairness Action Plan 2019/20

Ref	Action	Lead Officer	Target date	Update
1.	Review equality information collected and used within different service areas.	Strategy and Corporate Projects Officer – Thriving Communities with Heads of Service	March 2020 Complete	Progress has been made and further work is scheduled.
2.	Update/improve information on local community profiles.	Strategy and Corporate Projects Officer – Thriving Communities	March 2020 Partially complete	The 2021 census will bring updated information when published.
3.	Continue working to encourage participation of young people, women, faith communities, BAME communities and LGBT people.	Strategy and Corporate Projects Officer – Thriving Communities with Customer Communications & Engagement Lead	March 2020 Complete	Supported Pride, Holocaust Memorial Day and the Cultural Involvement Group. Wayfinder Woman are now members of the Equality Stakeholder Group, and EBC continue to chair the Youth Partnership.
4.	Ensure new council members have access to high quality information and training on the Public Sector Equality Duty and procedures	Strategy and Corporate Projects Officer – Thriving Communities	June 2020 Complete	Training was delivered to members in June 2019 and is available on The Hub, along with the OLLE course which can be accessed anytime.
5.	Provide training and guidance on Equality Duties and Equality Analysis for new staff within the council	Strategy and Corporate Projects Officer – Thriving Communities	September 2020 Complete	Induction training on equalities is mandatory with guidance regularly refreshed on The Hub. Staff are given guidance & support around

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				completing EaFA's.
6.	Review policies and procedures on domestic abuse, and maintain White Ribbon status	Strategy and Partnerships Lead – Housing and Communities with Strategy and Corporate Projects Officer – Thriving Communities	March 2020 Complete	A new Domestic Abuse Policy will be brought to a future Cabinet meeting.
7.	Coordinate events for World Aids Day and Holocaust Memorial Day	Policy and Engagement Coordinator	January 2020 Complete	
8.	Continue prioritising funding for projects which promote the inclusion of communities and groups protected under the Equality Act	Strategy and Corporate Projects Officer – Thriving Communities	February 2020 Complete	Grants awarded through the Small Grants & Disability Inclusion Funds support protected groups, as does funding for the Cultural Involvement Group.
9.	Review and monitor use and quality of translation and interpreting services	Strategy and Corporate Projects Officer – Thriving Communities	March 2020 Complete	A new OLLE course is now available: Communicating with Deaf Customers.
10.	Integrate equality and fairness review to service and financial planning process, including setting fees and charges	Projects and Performance Lead	August 2019 Complete	Work is being undertaken to ensure that all aspects of financial planning, including the review of fees and charging levels is subject to equality screening processes.
11.	Complete year 1 service reviews <ul style="list-style-type: none"> • Communications • Housing Grants and Loans • Tourist Information 	Responsible service leads for: <ul style="list-style-type: none"> • Business Planning and Performance • Housing Needs 	June 2019 Complete	

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	<ul style="list-style-type: none"> Marketing 	<ul style="list-style-type: none"> Tourism and Leisure 		
12.	Carry out year 2 service reviews:	Responsible service leads	31 March 2020	In March 2020 it was agreed by the Equality Planning Group that tightened up equality processes applied to departments across the council would meet the original function of the service review programme.
13.	Take account of the outcome of the consultation on the current proposed reform of the Gender Recognition Act when published and amend policies and monitoring text as appropriate.	Strategy and Corporate Projects Officer – Thriving Communities		Outcome yet to be published.
14.	Undertake self-assessment against Equality Framework for Local Government	Strategy and Corporate Projects Officer – Thriving Communities	Deferred pending completion of JTP (2019/20)	The framework will be used to develop best practice going forward.