

LDC 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	Ongoing work with the Equality Stakeholder Group supports contribution from different groups, including new representation from Wayfinder Woman
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 on equality & diversity 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	Sept 2020 Complete	Induction training on equalities is mandatory with guidance regularly refreshed on The Hub. Staff are given guidance & support around completing EaFA's.
6.	Review policies and procedures on domestic abuse, and maintain White	Strategy and Partnerships Lead – Housing and	March 2020	A new Domestic Abuse Policy will be brought to a future Cabinet meeting.

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	Ribbon status	Communities with Strategy and Corporate Projects Officer – Thriving Communities	Complete	
7.	Continue funding for projects which promote the inclusion of BAME people in community activities.	Strategy and Corporate Projects Officer – Thriving Communities	January 2020 Complete	The Sompriti grant was renewed in April 2020.
8.	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.
9.	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.
10.	Complete year 1 service reviews <ul style="list-style-type: none"> • Communications • Housing Grants and Loans • Tourist Information • Marketing 	Responsible service leads for: <ul style="list-style-type: none"> • Business Planning and Performance • Housing Needs • Tourism and Leisure 	June 2019 Complete	
11.	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.

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12.	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.
13.	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.