EQUALITIES AND DIVERSITY PLAN (Updated on 11/06/18)

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Workstream	Lead officer/s	Date	Status	RAG	19 26	5 12 19	26 2 9	16 23	30 7 14 2	21 28 4	11 18 25	2 9 1	6 23 30	6 13 2	0 27 3	0 17 24	1 8 15	22 29 5	12 19 26 3
Identify the information Directorates need to collect, how they analyse this, how we embed it into Service Plans																			
1 Review current service plans and include an updated Equality and Diversity section with guidance	Zaidah Ahmed, Tanya Palmowski	26/02/2018	Completed																
.2 Include Equalities section in Cabinet reports to produce an initial Equalities Assessment	Zaidah Ahmed, James McLaughlin	01/07/2018	In Progress															\perp	
 Include indicator in the Corporate Plan on Equalities Performance Establish how Directorates collect information and the type of information they collect 	Zaidah Ahmed, Tanya Palmowski Jackie Mould, Zaidah Ahmed	26/02/2018 16/07/2018	Completed					+	+	\rightarrow					+	+		\rightarrow	\longrightarrow
.5 Determine the information that Directorates should be collecting	Jackie Mould, Zaidah Ahmed Jackie Mould, Zaidah Ahmed	31/07/2018	In Progress In Progress					+++		- - - 					+ + +			$\overline{}$	$\overline{}$
1.6 Identify how data informs decision-making	Jackie Mould, Zaidah Ahmed	16/07/2018	In Progress						-									$\overline{}$	$\overline{}$
.7 Identify how data informs service plans, design and commissioning of services	Jackie Mould, Zaidah Ahmed	16/07/2018	In Progress																
Evaluation of Current Policy and Action Plan																			
.1 Review current Equalities and Diversity policy	Jackie Mould, Zaidah Ahmed	30/04/2018	Completed																\Box
.2 Review current Equalities and Diversity strategy/action plan	Jackie Mould, Zaidah Ahmed	30/04/2018	Completed							+					+			$\overline{}$	+
.3 Contact Barnsley Equalities Lead for Annual Report Benchmarking Exercise	Zaidah Ahmed	09/04/2018	Completed							+					+			$\overline{}$	+
			· ·						+	+								$\rightarrow \rightarrow \rightarrow$	++++
· · · · · · · · · · · · · · · · · · ·	Zaidah Ahmed	09/04/2018	Completed					-	\perp	+++					+	+		$\rightarrow \rightarrow \rightarrow$	\longrightarrow
2.5 Conduct analysis of Annual Report in comparison with best practice local authorities	Zaidah Ahmed	07/05/2018	Completed					+		\perp		\perp				\perp		\rightarrow	\longrightarrow
2.6 Complete annual report on the actions of last period	Jackie Mould, Zaidah Ahmed	31/07/2018	In Progress																
Improve approach on Equality Impact Assessments (EIAs)																			
.1 Review current Equality Analysis Form	Zaidah Ahmed	26/03/2018	Completed																
.2 Review current Equality Analysis Guidance	Zaidah Ahmed	26/03/2018	Completed															$\overline{}$	$\overline{}$
3 Produce Team Brief and deliver further training to support staff with Equality Analysis process	Zaidah Ahmed	23/04/2018	Completed																
4 Ensure all completed Equality Analysis Forms are centrally accessible - on the Intranet	Zaidah Ahmed	23/04/2018	Completed																
5 Publish Equality Analysis Form and Guidance on the Intranet	Zaidah Ahmed	30/04/2018	Completed																
.6 Ensure that the completion and publication of Equality Analyses to be a key performance indicators in service plans	Zaidah Ahmed, Tanya Palmowski	01/03/2018	Completed																
.7 Initial EIAs to be included on the budget options templates	Finance, TBC	TBC	TBC															+	
.8 Cabinet Budget Working Group to build in time to review EIAs for future proposals	Finance, TBC	TBC	TBC																
Develop Community Engagement Strategy and Toolkit																			
.1 Draft SLT report on corporate Consultation and Engagement Group and Strategy/Toolkit	Jackie Mould, Zaidah Ahmed	03/04/2018	Completed																
.2 Establish the corporate Consultation and Community Engagement Group	Consultation and Engagement Group	Jul-18	Completed In Progress					+		+					+ + +			+++	++++
D 1 # 0 # 5																		\rightarrow	$\overline{}$
3 Develop the Community Engagement Strategy and Toolkit	lan Stubbs, Zaidah Ahmed, Waheed Akhtar	Aug-18	In Progress																
.4 Develop a central database of key contacts for all Directorates to access	Zaidah Ahmed	Aug-18	In Progress																
.5 Publish the Community Engagement Strategy and Toolkit on the Intranet	Consultation and Engagement Group	01/09/2018	Not Started																
Workforce and Organisational Development																			
.1 Review current mandatory e-learning	Zaidah Ahmed, Tracy Priestley	19/03/2018	Completed																
Design new e-learning module	Zaidah Ahmed, Tracy Priestley	16/04/2018	Completed																
3 Launch new e-learning module	Zaidah Ahmed, Tracy Priestley	28/06/2018	In Progress																
.3 Develop Customer Services training with equalities element (i.e. frontline staff)	Zaidah Ahmed, Claire Tester, Tracy Priestley	19/03/2018	Completed																
4 Deliver Customer Services training with equalities element	Zaidah Ahmed, Claire Tester	Various dates	Not Started																
.6 Develop specialist training, covering disabilities and LGBTQ	Zaidah Ahmed	TBC	TBC																
5.7 Deliver specialist training, covering disabilities and LGBTQ	Partner organisations TBC	TBC	TBC																
.8 Deliver member training on good decision making, which include a focus on the importance of equality impact assessments	James McLaughlin	TBC	TBC																
Deliver member training on good decision making, which include a locus on the importance of equality impact assessments	James wickaugillii	IBC	I BC																