

Environment & Development Services

Equality & Diversity within EDS

Presentation Delivered By:

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Presentation delivered to The Democratic Renewal & Scrutiny Panel

What are your Directorates main Equality and Diversity objectives and target's?

- Progress through to level 5 of the Equalities Standard for Local Government (ESLG) by Dec 08.
- Embed the new equality strands (Age, Religion/belief and Sexuality) into the Directorate
- Ensure that all communities of interest/place are engaged through our Consultation and Community Involvement (CCI) processes
- Make our services accessible to customers and staff
- Deliver Equality & Diversity Awareness Training to 75% of EDS workforce by Dec 08

How is this being achieved?

- Revised Equality Impact Assessment (EIA) Toolkit
- Revised Equality Monitoring form
- Reporting outcomes from Equality Monitoring
- Developing portfolio of Case Studies
- “Fairness Group”
- EDS Training package delivered by ACAS

How is this being achieved?

Continued...

- Accessibility of services – Corporate Access Strategy objectives now merged into the Joint Disability Equality Scheme (JDES – Update currently being prepared by Corporate Property Manager)
- All procurement is analysed to ensure completion of Pre Qualification Questionnaire (PQQ) which ensures compliance of all potential contractors towards RMBC Corporate Equality and Diversity Strategy.

How is your Directorate embedding the additional strands of promoting age, religion and sexuality equality into equality work?

- Revised Equality Monitoring Form, which incorporates the new equality strands, used for all monitoring.
- Revised EIA toolkit, which has been refreshed to include the new equality strands, will be used to carry out all planned EIA's.
- Monitoring of age , religion and sexuality carried out selectively on advice of Equality Policy Coordinator

Provide an update on EIA outcomes achieved.

- EIA Summary Sheet Attached

Provide a summary of Outcomes of Equality monitoring of service delivery you have carried out under the RMBC Equality Monitoring Policy and Guidance 2005.

- Community Delivery – Streetpride
- Library Membership, Culture & Leisure

What are your Directorates plans for rolling out further equality and diversity training to employees?

- Ring fenced training budget of 12k per year, for the last 3 years.
- Equality + Diversity training sessions planned with ACAS up to June 08.
- Flexible learning approach needed to accommodate shift patterns.
Leisure centres internal trainers, morning cleaners trained in house, Operatives trained on site by in house trainers.
- Approximately 50% of workforce trained.
- Costs of E + D training to reduce over the next few years as more internal staff carry out delivery.
- Looking at setting up a refresher programme.



How is your Directorate working towards having a workforce that is representative of the local community, at all levels?

- Through Work Force Development Panel
- Monitoring key Corporate Health Indicators
- Incorporated into Department and Team Planning and PDRs



How is your Directorate working towards having a workforce that is representative of the local community, at all levels?

Continued...

- Specific measures include:
 - Making jobs open to wider range of people through improved disabled access or providing personal adjustment equipment
 - Providing access to childcare services for working parents
 - Offering a Positive Action Training Scheme
 - Encouraging people from under represented groups to apply for job opportunities by placing adverts in specific newspapers.