

EQUALITIES AND DIVERSITY IN SOCIAL SERVICES

6TH October, 2004

Background

- Longstanding work in Social Services
- Serve most vulnerable, therefore equalities and diversity work has to transfer to front-line
- Work with partners in Health

Strategic

- Targeting for Diversity Strategy
- Structural – Strategic Services
- Cohesion and consistency
- Drive developments in the equalities and diversity agenda
- Continue mainstreaming

Current Issues

- Workforce / Workload / Training
- Re-focus Programme Area Group
- Strategy / Task / Performance
- Performance Indicators

Current Activity

- Action Plan Developed
- Initial screening of policies
- Policies through to full impact assessment

Equality and Diversity in Practice (1)

- Black Workers Group
- Bullying and Harassment
- Grievance Procedure
- Delivery and Improvement Statement / CSCI requirements

Equality and Diversity in Practice (2)

- Yorkshire Kashmiri Trust (Carers Forum)
- APWA – Religious and culturally appropriate meals in Residential and Day Care / Meals-on-Wheels
- See list of mainstream and specialist services

Equality and Diversity in Practice (3)

- Learning from Consultations
- Videos / Tapes / Braille
- Established translation service / bi-lingual workers
- Funding for voluntary organisations
- Involvement across diverse community
- Opportunities to help people fulfil their potential