

**Tailoring our Equality and Diversity Strategy for Worcestershire**



**Capacity Project Update – December 2007**

This is the first update summary since the project began. The aim of this update is to provide Worcestershire Local Authorities with a summary of what the project is all about and give brief progress updates in relation to each of the work aspects.

**What the project is all about**

Earlier this year Diversity Officers throughout the County successfully secured £232,000 from the Regional Improvement and Efficiency Partnership capacity building fund. This is the first time capacity funding has been secured for a project focusing specifically on equality and diversity on a countywide scale.

The project will involve:

- **Initial mapping of diversity issues in the County** – to learn more about our diverse communities and how they feel about living in the area
- **Community engagement** – through networks and events with community groups.
- **Assisting with impact assessments** – through consultation and discussion with communities
- **Assessment against the Equality Standard for Local Government** – to ensure all authorities are at level 2 and working towards level 3.
- **Training** - on key areas of diversity for each organisation
- **Sharing best practice** - with other organisations and partners.

**Overview of progress so far**

The two-year project started in July 2007. The initial stages have taken longer than anticipated due to staffing issues and a considerable amount of time being spent on the early planning stages of the project. This has however led to a detailed project initiation document being produced as well as accompanying documents such as risk assessments.

An initial workshop was held on the 11 June to form a project steering group consisting of senior officers and councillors from each authority. The workshop was useful in setting the direction of the project and also agreeing the roles and responsibilities of the steering group and project management team.

