

General (covers all 6 equality strands)				
Objective	Action	Who	When	Outcomes
Resources in place to implement Action Plan	1. Report to Cabinet as part of the budget process for 2009/10 onwards	CEO FS	From Nov 08	To be determined with annual budget
Improved awareness and understanding of the Single Equality Scheme	2. Awareness-raising and training plan agreed and resourced for Members and officers, including a summary of the impact of new Single Equality Act (when passed) and the new Equality Framework for Local Government.	CEO HR	Mar 09	Broad understanding of the issues and action required to promote equality & prevent unlawful discrimination
Improved consultation and communication on equalities	3. Conduct mapping exercise of the district to reflect all strands	CEO	Jan- Mar 08	
	4. Develop database of groups representing all equality strands			
	5. Consultation programme and communications plan agreed on equalities, including consultation with under-represented groups			
	6. Signpost internal and external support facilities and information across all strands			
Community Cohesion	7. Produce a fully resourced action plan, utilising central government grant, to promote cohesion in accordance with DCLG guidance and measures within the new National Indicator Set.	CEO	Mar 09	
	8.			
Equality Impact Assessments (EIAs) carried out	9. Implement new programme of EIAs for all Council services and policies (including a statement on all reports).	All Divs.	Jan 09	

Objective	Action	Who	When	Outcomes
Monitoring procedures in place	10. External: introduce equality monitoring for service delivery	All CEO	2009/10	
	11. Internal: a) Produce and maintain an employee profile across all Divisions and equality strands b) Undertake equality monitoring for : <ul style="list-style-type: none"> • Recruitment and selection • Promotions • Remuneration • Flexible working arrangements • Dismissals, including redundancies • Grievances • Training 	HR		
Consistency between the Council and its partners on equality & diversity	12. Review partners' policies and practices on equalities	CEO CAPS	2009/10	
Measures for responding to harassment, victimisation and grievance in place and publicised	13. Internal procedures for dealing with harassment, victimisation and grievance are reviewed for compliance with all equality strands and publicised	HR	2010	
	14. Ensure active involvement in WF Hate Incident Reporting Partnership	CAPS CEO	Continuous	
Improvement in achievement against national E&D standards	15. Agree action plan to meet the standards of the new Equality Framework for Local Government	CEO	2009/10	
	16. Review policy in line with new Single Equality Bill	CEO		

Objective	Action	Who	When	Outcomes
Achievements arising from this Scheme reported annually	17. Produce an annual equality report and agree new targets	CEO	2009/10	
Improved access to Council services	18. Review access to services, including physical, translation, website, provision OF information in alternative formats and languages, etc	CEO		
	19. Website Speech Reader Software implemented	CAPS		
Equality of opportunity for employment	20. Research barriers to employment, promotion and opportunities for work experience across all six equality strands	HR CEO		

Race				
Objective	Action	Who	When	Outcomes
Engagement with different ethnic communities	21. Involvement in WREC Community Cohesion Project	CEO/CAPS	2008/09	Project to begin late 2008
	22. Support Community Fair in Kidderminster organised by Worcs County Council	CEO	Oct 09	Event to take place October 2008
	23. Investigate possibilities of producing a new migrant 'Welcome' website/pack	CEO/CAPS	2008/09	LSP are currently working on this issue
	24. Develop action plan in light of 'The Forgotten Minority: Gypsies and Travellers' multi-agency report	CAPS/CEO	2008/09	

Disability				
Objective	Action	Who	When	Outcomes
Engagement with representative groups	25. Investigate possibility of annual disability equality event	CEO	2009/10	
	26. Promote activities to relevant groups & organisations	CEO/CAPS		
Recognition of community achievements	27. Continued promotion of Mike Oborski No Barriers scheme with event held in 2009	CEO	2009	

Sexual Orientation				
Objective	Action	Who	When	Outcomes
Increased awareness of issues surrounding sexual orientation	28. Develop links with representative organisations	CEO	2009/10	

Gender				
Objective	Action	Who	When	Outcomes
Engagement with representative groups	29. Targeted consultation and collaboration on specific gender issues	CEO	2009/10	
Reduced incidence and impact of domestic abuse	30. Continue to play an active role in the Worcestershire Forum Against Domestic Abuse	CAPS	Ongoing	County wide partnership
	31. Continued funding and involvement in activities to combat domestic violence (as part of the Council's duties under homelessness legislation)	PHE		

Age				
Objective	Action	Who	When	Outcomes
Engagement with representative groups	34. Support the further development of the Youth Forum	CAPS	2009/10	In partnership with PCT
	35. Continue annual showcase of services for older people	PHE		
Increased participation in sport and physical activity for all age groups	36. Promote Council and partner initiatives for targeted age groups	CAPS/CEO	2009/10	

Religion or Belief				
Objective	Action	Who	When	Outcomes
Engagement with faith communities	32. Develop links with faith organisations in the Wyre Forest District	CAPS/CEO	2009/10	
	33. Promote awareness of the multi-faith calendar	CEO		