

APPENDIX B - Equalities & Fairness Scheme Action Plan 2012/13

	Action	Outcomes	Responsible Officer(s)	Timescale
1	Publish Equality Objectives.	Embed equalities into the organisation.	Heads of Service / Corporate Policy and Communications Manager	April 2012
2	Update the Equalities Profile of the District using the 2011 Census data.	Develop our knowledge and understanding of the communities we serve.	Corporate Policy and Communications Manager	December 2012
3	Establish more consistent equalities monitoring of service users across outward facing services.	Improve service design and delivery via improved communication and engagement.	Heads of Service	March 2013
4	Work in partnership with the South Derbyshire Council for Voluntary Service to deliver the community work programme for 2012/13.	<p>Increased VCO engagement in the work of the Group.</p> <p>Increased awareness of other communities/ faiths in South Derbyshire.</p> <p>Vulnerable people have an increased awareness of services available to support their independent living.</p>	Corporate Policy and Communications Manager and SDCVS	March 2013

	Action	Outcomes	Responsible Officer(s)	Timescale
5	Undertake Equality Impact Assessments (EqIAs) of the Councils 'Functions' and services delivered by Partners.	Interpret the 'assessment of relevance'. Increased awareness of the Equalities Duty when delivering Council functions and services by Partners.	Heads of Service / Corporate Policy and Communications Manager and SDCVS.	March 2013
6	Provide a range of training activities that raise awareness of the Council's responsibilities.	Equality training delivered to employees.	Head of Organisational Development.	March 2013
7	Monitor and assess workforce representation.	Monitor and assess the trends in the workforce and propose actions to address under representation and promote a fair distribution of protected groups across the workforce.	Head of Organisational Development.	July 2013
8	Develop the internal Equalities and Fairness Group within the Council.	Increase awareness of equalities issues within the Council and drive forward this action plan	Corporate Policy and Communications Manager.	September 2012
9	Produce the Annual Corporate Equalities and Fairness Scheme Report.	To provide awareness and better access to services across the District for all of our communities	Corporate Policy and Communications Manager.	June 2013