

APPENDIX 3 EQUALITY AND DIVERSITY ACTION PLAN 2019-2021 Progress in Implementing

Action Code & Title	Assigned To	Due Date	Progress
1.1 Keep Borough Profile Data under review to understand community changes and risks	Chief Executive	31-Mar-2021	Updated ward profiles are available through LGINform plus, a website which the Council subscribes to through the LGA.
1.2 Continue to improve and use the quality of data about disadvantaged and minority groups. In particular <ul style="list-style-type: none"> Housing: needs of older and disabled people. Develop a new strategy which takes into account this information. Jobs and Growth: ensure approaches for regeneration in Eastwood, Kimberley and Stapleford have an inclusive approach to training and employment for minority groups and those who are disadvantaged 	Head of Housing Head of Planning and regeneration	31-Mar-2020	A new Housing Strategy has been approved
			The Stapleford Towns fund project ensured extensive engagement with the public and analysis of data about the local community's needs. Similar exercises will be undertaken for Eastwood and Kimberley as part of preparation for the bids for funding for these areas.
1.3 Continue to develop and improve the disaggregation of borough data at the ward and LSOA level	Ruth Hyde	31-Mar-2019	
1.4 Promote electoral registration and participation in democracy in the light of under-represented groups, particularly in Parliamentary election (2019) and Police and Crime officer election (2020)	Elections Manager	ongoing	A communications and engagement plan informs our work to promote participation in democracy for each election. As part of our individual electoral registration pilot the Council extensively mapped community groups and networks so we now have a comprehensive stakeholder database to draw on to promote this work.
1.5. become a Disability Confident employer through	HR Manager	ongoing	The Borough became a disability confident

offering work experience placements to people with disabilities and supporting employees with disabilities in the workplace			employer and is now pursuing “Leader” status. It also offered work experience placements to people with disabilities and supported employees with disabilities in the workforce.
1.6. Sign up to the Dying to work charter	HR Manager	30 November 2019	Achieved
2.1 Complete actions contained within Health Task Group Action Plan to promote wellbeing	See action plan which allocates specific actions to individuals	31-Mar-2019	Achieved and reported to Leisure and Health committee
2.2 Review and update the Child Poverty Action Plan	See action plan which allocates specific actions to individuals	31-Mar -2020	Achieved and reported to Policy committee
2.3 Deliver the actions contained within the Eastwood Action Plan	Head of Public Protection	31-Mar-2020 31-Mar 2021	Achieved and reported to Community Safety Committee
2.4. Prepare and deliver a new Stapleford priority action plan	Head of Public Protection	31-Mar-2020 31-Mar-2021	Action plan produced and new plan in preparation for 21/22
2.5.Update and implement the Council’s Dementia action plan and continue to support initiatives to address loneliness and support people with mental health needs	Communities officer (Health)	31-Mar-2021	Dementia plan updated and reported to Leisure and health committee
2.6 Complete the customer journey study into the experience of people with learning disabilities of living in Broxtowe through investigating the setting up of a community living network	Head of Housing	31-Mar-2021	Community living network created for people with learning disabilities

3.1 Work through local plan part 2 and neighbourhood plans to make provision for the identified accommodation needs of gypsy travellers	Local Plans Manager	31 st Jan 2020	This work is ongoing through the review for the core strategy
3.2 Work to improve the way refugees and asylum seekers are supported and integrated into the community	Head of Public Protection	31-Mar—2020-21	As set out in the report the refugee steering group was active in overseeing the housing of refugees and asylum seekers and meeting their needs
3.3. Ensure the roll out of E-learning and face to face training for employees to improve awareness of equalities issues	Training Officer	ongoing	Achieved. See body of report
4.1. Update the workforce profile for 2018/19. Complete the gender pay gap annual return	Payroll and JE Manager	31-Dec-2019 and 20	Achieved see highlights in body for report
4.2put together an action plan to achieve the “Excellent” accreditation of the Equality Framework for local Government	Ruth Hyde	31 January 2020	A gap analysis was completed
4.3 Review and Revise the Corporate Equality and Diversity Policy	Ruth Hyde	31-November-2019	Last report was made to Dec 19 Policy Committee
5.1 Support and provide community events to promote equality and diversity including <ul style="list-style-type: none"> • Holocaust Memorial Day • Community celebration event* • Season of Lights event* 	Head of Communications	27-Feb-2020/21	See body of report
	Equalities officer	July 2019/20	Last event took place in 2019. The community celebration group disbanded
		December 2019/20	This took place successfully

<ul style="list-style-type: none">• Hemlock Happening	LLeisure	July 2019/20	Unfortunately the event was cancelled because of inclement weather
<ul style="list-style-type: none">• Christmas lights switch on events	LLeisure	December 2019/20	Achieved.