

APPENDIX 3

EQUALITY AND DIVERSITY ACTION PLAN 2018-2019 Progress in implementation

Action Code & Title	
<p>1.1 Keep Borough Profile Data under review to understand community changes and risks</p>	<p>The Borough Council uses LGInform plus website to provide ward profiles and assess changes and risks arising.</p> <p>Specialist profiles have recently been undertaken through Police analysts for Stapleford, and other profiles such as a knife crime profile has produced insights from data regarding risks and issues.</p> <p>A profile is also shared by the Police in relation to risk relating to extremism</p>
<p>1.2 Continue to improve the quality of data about disadvantaged and minority groups.</p>	<p>A Community cohesion profile for Broxtowe was examined in the Equality working group</p> <p>Joint strategic needs analyses have been used – for example recently to lead lines of enquiry when considering the needs of people with mental health problems.</p> <p>As part of a learning journey study the lived experience of people with learning disabilities of housing services has been explored.</p>

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1.3 Continue to develop and improve the disaggregation of borough data at the ward and LSOA level	This is available through the LGINform plus website
1.4 Promote electoral registration and participation in democracy in the light of under-represented groups	A successful voter id pilot took place during the year during which underrepresented groups were specifically reached out to with information and visited to ensure promotion of democracy. Work with young people also took place.
2.1 Complete actions contained within Health Task Group Action Plan to promote wellbeing including Support for cancer awareness Suicide prevention Brief intervention training Making every contact count training	A threats of suicide framework was produced for employees and some on line training introduced. Brief intervention and making every contact count training was conducted. Attempts were made to address cancer awareness raising but these proved difficult to implement
2.2 Review and update the Child Poverty Action Plan	completed
2.3 Deliver the actions contained within the Eastwood Action Plan	completed
2.4.Update and implement the Council’s Dementia action plan and continue to support initiatives to address loneliness and support people with mental health needs	completed
2.5 Complete the customer journey study into the experience of people with learning disabilities of living in Broxtowe through the learning disabilities network	Completed and led to a new easy read tenancy agreement
3.1 Work through local plan part 2 and neighbourhood plans to make provision for the identified accommodation needs of gypsy travellers	Policy adopted as part of the local plan
3.2 Work to improve the way refugees and asylum seekers	The steering group for asylum seekers and refugees

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are supported and integrated into the community	continues to support these groups to integrate
3.3. Ensure the roll out of E-learning and face to face training for employees to improve awareness of equalities issues	completed
4.1. Update the workforce profile for 2017/18	completed
4.2. Identify actions required to achieve the “Excellent” accreditation of the Equality Framework for local Government	Gaps identified
4.3 Review and Revise the Corporate Equality and Diversity Policy	completed
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 • Hemlock Happening • Christmas lights switch on events 	
	completed
	completed
	completed
	Rained off
completed	