

APPENDIX 4

EQUALITY AND DIVERSITY ACTION PLAN 2019-2021

| Action Code & Title | Assigned To | Due Date |
|--|---|------------------|
| 1.1 Keep Borough Profile Data under review to understand community changes and risks | Chief Executive | 31-Mar-2021 |
| 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 |
| 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 |
| 1.5. become a Disability Confident employer through offering work experience placements to people with disabilities and supporting employees with disabilities in the workplace | HR Manager | ongoing |
| 1.6. Sign up to the Dying to work charter | HR Manager | 30 November 2019 |
| 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 |

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| 2.2 Review and update the Child Poverty Action Plan | See action plan which allocates specific actions to individuals | 31-Mar -2020 |
| 2.3 Deliver the actions contained within the Eastwood Action Plan | Head of Public Protection | 31-Mar-2020 31-Mar 2021 |
| 2.4. Prepare and deliver a new Stapleford priority action plan | Head of Public Protection | 31-Mar-2020 31-Mar-2021 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 4.2put together an action plan to achieve the “Excellent” accreditation of the Equality Framework for local Government | Ruth Hyde | 31 January 2020 |
| 4.3 Review and Revise the Corporate Equality and Diversity Policy | Ruth Hyde | 31-November- |

| | | 2019 |
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| <p>5.1 Support and provide community events to promote equality and diversity including</p> <ul style="list-style-type: none"> • Holocaust Memorial Day • Community celebration event* • Season of Lights event* • Hemlock Happening • Christmas lights switch on events <p>*Subject to arrangements to succeed community celebration group</p> | <p>Head of Communications</p> <p>Equalities officer</p> <p>LLeisure</p> <p>LLeisure</p> | <p>27-Feb-2020/21</p> <p>July 2019/20 December 2019/20 July 2019/20</p> <p>December 2019/20</p> |