

This action plan integrates actions from our collated action plan within the Corporate Framework for achieving level 2 of the equality standard for Local Government

	Equality Standard for Local Government	ACTION REQUIRED	By Whom	By When/ Update
1	Engagement in impact/needs/ requirement assessment process	<p>a. Demonstrate use of Impact Assessments and outcomes - ensure language interpreters/signers are used as &amp; when required, use accessible venues, provide information in alternative formats on request and continue to provide our service to meet the needs of all our customers including advocates for clients with mental impairment/learning disability- continue to support all clients ensuring their dignity is maintained in all areas of diversity - age/gender/disability/race/sexual orientation/religion/religious belief</p> <p>b. Include impact assessment actions in team plan template</p> <p>c. Ensure all staff know about and are trained in the application of Impact Assessments</p> <p>d. Identify and list all key decisions taken in the drug treatment service that could potentially be prejudicious and develop action plan to ensure impact assessments undertaken on all decision areas including the development of new /revised policies</p>	<p>MS</p> <p>MS</p> <p>MS</p> <p>MS</p>	<p>Ongoing.</p> <p>Sept 07 - ongoing</p> <p>Ongoing</p> <p>Sep-07</p>
2	Engagement in consultation with designated community, staff and stakeholder groups	<p>a. Team to identify and record their designated stakeholder groups</p> <p>b. Audit information for each group</p> <p>c. Plan consultation programmes for service improvement - liaison with Pam Stamps consultation officer 3251 - Citizen Panel, and in service consultation as required with service users/ continue to make use of council publications such as One Council/One Island Magazines/local networks</p> <p>d. Develop quality assurance feedback methodology for user group (include Team Plan) Implement within 07</p>	<p>MS</p> <p>MS</p> <p>MS</p> <p>MS</p>	<p>Oct-07</p> <p>Jul-07</p> <p>Ongoing</p> <p>Ongoing</p>

**ADULT DRUG TREATMENT (SCHOOLS) EQUALITY AND DIVERSITY ACTION PLAN**

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3	Development of Information and Monitoring Systems	<p>a. All staff ethnicity known and recorded - all check new intranet entry has their ethnicity details</p> <p>b. Continue to support service representation to Diversity Link Group - feedback to Team meetings</p> <p>c. All user ethnicity known and recorded</p>	<p>MS</p> <p>MS</p> <p>MS</p>	<p>Sept 07 - ongoing</p> <p>ongoing</p> <p>Ongoing</p>
4	Action plan in place for employment, pay and service delivery	<p>a. All Team members to attend E&amp;D training &amp; updates</p> <p>b. Ensure all staff have copy of IWC Comprehensive Equalities Plan and are aware of the race/disability/gender equality schemes and discuss at team meetings as required</p> <p>c. Ensure staff aware of changes to HR policies (Intranet)</p> <p>d. Ensure staff aware of translation services</p> <p>e. Contracts with providers reflect RES requirements</p> <p>f. Continue to ensure all staff are given equal opportunity to develop</p>	<p>MS</p> <p>MS</p> <p>MS</p> <p>MS</p> <p>MS</p> <p>MS</p>	<p>Ongoing</p> <p>Ongoing - discussed at Team meetings - staff aware where to find a copies</p> <p>Ongoing</p> <p>Ongoing - discussed at Team meeting - Rosie Barnard first contact if need arises</p> <p>Ongoing</p> <p>Ongoing</p>
5	System of self-assessment, scrutiny and audit established	<p>a. Action required from Diversity Impact Assessment &amp; action plan to be integrated into Team plans</p> <p>b. Monitor Action Plan via Team meetings quarterly</p>	<p>MS</p> <p>MS</p>	<p>Ongoing - annual assessment</p> <p>Add to Team Meeting agenda July, October, January - update due July 31st</p>
6	Commissioning diverse services	<p>a. Monitor actions on a quarterly basis for the Isle of Wight substance misuse services to achieve delivery of diverse services</p>	<p>MS</p>	<p>Ongoing - annual assessment</p>

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		<p>b. Monitor progress on agreed goals for the delivery of diverse services:                  Goal 1: For there to be a 10% increase in access to substance misuse services from women, ethnic minorities by March 31st 2009/Goal 2: For there to be wider consultation with people from diverse communities on the development of substance misuse services and 1 key project identified and delivered targeting a specific diverse group of people per financial year./Goal 3: For all providers to have easy read information about what their services offer and work with corporate media and communications departments to explore the potential for other formats which will assist people from diverse communities/ Goal 4: For staff working in substance misuse services to have all attended a diversity awareness training session and a number of staff have increased their knowledge and competency in managing people from local diverse communities by the end of March 2009.</p>	MS	Monitor progress at Substance Misuse Action Group bi monthly
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Mandy Sellers  
 Drug Action Team Manager  
**1-Feb-07**