

EARLY YEARS EQUALITY AND DIVERSITY ACTION PLAN

AUGUST 2007

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	a. Demonstrate use of Impact Assessments and outcomes - ensure service remains vigilant in its inclusively/ensure inclusive principles are adhered to and shared with whole Team/information is available in alternative formats on request/DDA issues are addressed in liaison with Nick Cook - Property Services b. Include impact assessment actions in team plan template c. Ensure all staff know about and are trained in the application of Impact Assessments d. Identify and list all key decisions taken in the Early Years 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, embed E&D into every strategy	SB/JM SB/JM SB/JM SB/JM	Ongoing. Sept 07 - ongoing Ongoing Sep-07
2	Engagement in consultation with designated community, staff and stakeholder groups	a. Team to identify and record their designated stakeholder groups b. Audit information for each group c. Plan consultation programmes for service improvement - liaison with Pam Stamps consultation officer 3251 - Citizen Panel, and in service consultation as required, through work in Children's Centres d. Develop quality assurance feedback methodology for user group (include Team Plan) Implement within 07	SB/JM SB/JM SB/JM SB/JM	Oct-07 Jul-07 Ongoing Ongoing
3	Development of Information and Monitoring Systems	a. All staff ethnicity known and recorded - all check new intranet entry has their ethnicity details b. Continue to support service representation to Diversity Link Group - feedback to Team meetings & support to E&D forum within the service c. All user ethnicity known and recorded, develop good practice in sensitive data collection (e.g. sexuality)	SB/JM SB/JM SB/JM	Sept 07 - ongoing ongoing Ongoing

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4	Action plan in place for employment, pay and service delivery	a. All Team members to attend E&D training & updates, All SEN Training, All EYFS training, Diversity Training: Dalvir Gil	SB/JM	Ongoing
		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	SB/JM	Ongoing - discussed at Team meetings - staff aware where to find a copies
		c. Ensure staff aware of changes to HR policies (Intranet)	SB/JM	Ongoing
		d. Ensure staff aware of translation services	SB/JM	Ongoing - discussed at Team meeting - Rosie Barnard first contact if need arises
		e. Contracts with providers reflect RES requirements	SB/JM	Ongoing
		f. Continue to ensure all staff are given equal opportunity to develop	SB/JM	Ongoing
		g. Review current multi-agency reporting from in liaison with Helen Newbery E&D Team	SB/JM	Nov-07
5	System of self-assessment, scrutiny and audit established	a. Action required from Diversity Impact Assessment & action plan to be integrated into Team plans	SB/JM	Ongoing - annual assessment
		b. Monitor Action Plan via Team meetings quarterly	SB/JM	Add to Team Meeting agenda July, October, January - update due July 31st

Jane Mansfield
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9-Aug-07