

LEISURE SERVICES EQUALITY AND DIVERSITY ACTION PLAN

JUNE 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. Investigate use of audio descriptors. b. Continue to work with other service areas to ensure service is accessible in the widest sense (eg foster carers' One Card, etc) c. Include in team plan template d. Ensure all staff know about and are trained in the application of Impact Assessments e. Identify and list all key decisions taken in Leisure Services 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	SN / AM SN / AM SN / AM SN / AM SN / AM	Oct-07 Ongoing Oct-07 Ongoing Ongoing
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 in consultation with Pam Stamps consultation officer 3251 as and when required	SN / AM SN / AM SN / AM	Dec-07 Jan-08 Ongoing
3	Development of Information and Monitoring Systems	a. All staff ethnicity known and recorded - check new intranet entry has their ethnicity details	SN / AM	Ongoing
4	Action plan in place for employment, pay and service delivery	a. Staff to attend E&D training & updates - ensure link to Rob Jones service representative on corporate Diversity Link Group (DLG) b. Ensure all staff have copy of IWC Comprehensive Equalities Plan and discuss at team meetings	SN / AM SN / AM	Ongoing Nov-07

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		c. Ensure staff aware of changes to HR policies (Intranet)	SN / AM	Ongoing
		d. Ensure relevant staff aware of translation services	SN / AM	Nov-07
		e. Ensure all staff aware of Race/Disability/Gender Equality Schemes	SN / AM	Nov-07
		f. Investigate using organisations newsletters such as IW Blind Society/Angel Radio to promote service	SN / AM/ Comms	Jan-08
5	System of self-assessment, scrutiny and audit established	a. Action required from Diversity Impact Assessment & action plan to be integrated into Team plans	SN / AM	Ongoing - regular agenda item for Team meetings
		b. Monitor Action Plan via Team meetings quarterly	SN / AM	Add to Team Meeting agenda October, January - update due 31 July

Sean Newton/Alex Minns
 Leisure facilities/theatres/seasonal facilities
12-Sep-07