

## Equalities Action Plan 2014-15: Year End Position Statement

<b>External Awareness &amp; Promotion</b>							
Ref	Linked to	Action	Lead Officer	Resources	Target date	Priority	Comments
EAP 1	Equality Objective 1. EFLG 2.18, 2.29	Develop publicity to support equality monitoring	Equalities Officer/ Communications Officer	Officer time, design & print costs	2015/16	Low	Following review by Equality Working Group, equality monitoring work rolled over to 2015/16 plan
EAP 2	Equality Objective 2. EFLG 2.11, 2.13	Evaluate collaborative working with schools project at the end of the academic year	Equalities Officer	Officer time	Feb 2015	High	Completed, offer to schools/colleges continued
EAP 3	Equality Objective 1. EFLG 2.9, 2.29	Promote external awareness & equality through seasonal Celebrating Diversity themes	Equalities Officer/Communications Officer	Officer time, design & print costs	April 2015	High	Completed
<b>Internal Awareness &amp; Skills Development</b>							

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EAP 4	Equality Objective 1. EFLG 2.18, 2.29	Provide training to managers & lead officers on equality monitoring policy	Equalities Officer	Officer time	2015/16	Low	Following review by Equality Working Group, equality monitoring work rolled over to 2015/16 plan
EAP 5	Equality Objective 1, EFLG 2.6, 2.29	Provide training for managers & lead officers on equality analysis	Equalities Officer	Officer time	April 2015	High	Completed
EAP 6	Equality Objective 1. EFLG 2.29	Develop e-learning courses for staff & councillors on equalities topics	Equalities Officer/Human Resources Manager	Officer time	April 2015	Low	Following review by Equality Working Group, e-learning work rolled over to 2015/16 plan
Ref	Linked to	Action	Lead Officer	Resources	Target date		Comments
EAP 7	Equality Objective 1. EFLG 2.29.	Source an equality podcast for staff & councillors	Equalities Officer/Graduate Intern	Officer time, technology	April 2015	Low	Completed
EAP 8	Equality Objective 1. EFLG 2.9, 2.29	Promote internal informal learning & promotion of equalities	Equalities Officer/Communications Officer	Officer time, design & print costs	April 2015	High	Completed

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		through seasonal Celebrating Diversity themes					
EAP 9	Equality Objective 1. EFLG 2.27, 2.29.	Undertake a publicity campaign against harassment & bullying in the workplace	Equalities Officer	Officer time, design & print costs	Sept 2014	High	Completed
<b>Workforce &amp; Compliance</b>							
EAP 10	Equality Objective 2	Develop equality profiles for wards within Lewes district using East Sussex in Figures & Local Futures software	Equalities Officer	Officer time, possible investment in software/technology	March 2015	High	Completed
EAP 11	Equality Objectives 2 & 3. EFLG 2.5	Undertake review of our approach to equalities & develop a strategy	Head of Business Strategy & Performance	Officer time	2015/16	Medium	Completed
Ref	Linked to	Action	Lead Officer	Resources	Target date	Priority	Comments
EAP 12	Equality Objectives 1, 2 & 3.	Undertake a self-assessment against the achieving level of the Equality Framework for Local Government	Equalities Officer	Officer time	April 2015	Low	Equalities Working Group to review what this will involve and decide if appropriate for LDC at this time.

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EAP 13	Equality Objective 2. EFLG 2.11, 2.29	Consider options for promoting participation in public life by under-represented groups, including as elected representative.	Scrutiny Officer	Officer time	April 2015	High	Completed
EAP 14	Equality Objective 2. EFLG 2.18	Review equality monitoring policy & procedures	Equalities Officer	Officer time, possible investment in software/technologies	April 2015	Low	Following review by Equality Working Group, equality monitoring work rolled over to 2015/16 plan
EAP 15	Equality Objective 2, EFLG 2.6, 2.19	Review equality analysis procedure & guidance	Equalities Officer	Officer time	April 2015	High	Completed
Ref	Linked to	Action	Lead Officer	Resources	Target date		Comments
EAP 16	Equality Objective 2. EFLG 2.6, 2.15, 2.23	Review existing programme of equality analysis & develop a new programme relevant to the new service structure	Equalities Officer	Officer time	April 2015	High	Completed
EAP 17	Equality Objective 2. EFLG 2.8, 2.15.	Review our strategic approach to the scrutiny of equalities.	Equalities Officer/ Scrutiny Officer	Officer time, Councillor time	April 2015	High	Completed

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EAP 18	EFLG 2.20, 2.21, 2.26	Undertake an Equal Pay Review	Human Resources Manager	Officer time	March 2015	High	Delayed due to implementation of shared services. To be completed in 2015.
EAP 19	EFLG 2.20, 2.21, 2.26	Review development needs of female staff at SO grades	Human Resources Manager	Officer time	March 2015	n/a	HR advised no longer relevant
EAP 20	Equality Objective 2. EFLG 2.21	Develop equalities data reporting on the workforce profile in line best practice & data transparency	Equalities Officer/Performance Officer/Human Resources Manager	Officer time	Dec 2014	Medium	Delayed until after phase 2 of organisational restructure. Rolled over to 2015/16 plan
Ref	Linked to	Action	Lead Officer	Resources	Target date		Comments
EAP 21	Equality Objective 2. EFLG 2.24.	Support Unison in the initial development of Staff Equality Networks	Equalities Officer	Officer time	Sept 2014	High	Completed
EAP 22	Equality Objectives 1 & 2. EFLG 2.8, 2.9.	Provide Cabinet with Annual Equalities Report for 2014/15	Equalities Officer	Officer time	Sept 2014	High	Completed
<b>Service Improvements</b>							

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EAP 23	Equality Objective 3	Review accessibility features of new website design	Access Officer/Web Services Manager	Officer time, community input	April 2015	High	Completed
EAP 24	Equality Objective 2. EFLG 2.18	Develop equality monitoring of complaints	Head of Customer Services/Equalities Officer/Performance Officer	Officer time, possible investment in software/technology	April 2015	Medium	Postponed until a decision can be taken on new customer relationship management system.
EAP 25	Equality Objective 3	Ensure proposed premises at Newhaven site are accessible	Access Officer	Officer time	April 2015	High	Completed