

Equalities Action Plan 2016

Ref	Action	Lead Officer	Resources	Target date
1.	Provide training for managers & lead officers on equality analysis	Equalities Officer	Officer time	Complete for all heads of service and managers by March 2016
2.	Develop e-learning courses for staff & councillors on equalities topics on Learning Pool/Nexus Academy	Equalities Officer/Human Resources Manager	Officer time	March 2016
3.	Promote internal learning & promotion of equalities through seasonal Celebrating Diversity themes	Equalities Officer/Communications Officer	Officer time, design & print costs	3 themes completed by end 15/16
4.	Undertake an Equal Pay Review	Human Resources Manager	Officer time	Dec 2015
5.	Develop equalities data reporting on the workforce profile in line best practice & open data transparency	Equalities Officer/Performance Officer/Human Resources Manager	Officer time.	Dec 2015
6.	Provide Cabinet with Annual Equalities Report for 2015/16	Equalities Officer	Officer time	January 2017
7.	Promote use of equality profiles for wards within Lewes district with staff and Councillors	Equalities Officer	Officer time	March 2016
8.	Review equality monitoring policy & procedures	Equalities Officer	Officer time, possible investment in software/technologies	Dec 2015
9.	Provide training to managers & lead officers on equality monitoring policy	Equalities Officer	Officer time	March 2016

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10.	Develop publicity to support equality monitoring	Equalities Officer/ Communications Officer	Officer time, design & print costs	January 2016
11.	Offer 'Dementia Friends Information Sessions' to all staff and Councillors	Equalities Officer/Access Officer	Officer time	March 2016
12.	Investigate the resources needed and partners available to assist with seeking accreditation as a 'Dementia Friendly Community'	Equalities Officer	Officer time	March 2016
13.	Promote 'White Ribbon' Activities and seek reaccreditation as White Ribbon authority in partnership with ESCC and the Lewes Domestic Abuse Working Group	Equalities Officer	Officer time	March 2016
14.	Promote external awareness & equality through seasonal Celebrating Diversity themes	Equalities Officer/Communications Officer	Officer time, design & print costs	3 themes completed by end 15/16