



Responses to Scrutiny Review Recommendations

Report to Overview Committee

Title of the review: **Inclusion and Equalities**

Date review completed : **May 2013**

Date presented to Cabinet : **8 August 2013**

Portfolio Holder : **Councillor K Fox**

Response due to the Overview Committee
(28 days): **7 October 2013**

Chair of the review group: **Councillor M Weisz**

Officer supporting the review : **Helen Lee**

Guidance

The final report and recommendations from the above review have been considered by Cabinet and a written response to the recommendations from the responsible Cabinet Member to the Overview Committee is required within twenty eight of the date the review was presented to Cabinet.

If you need any further assistance in completing this response please contact the Officer that supported the review

Recommendation 1 (of 14)

Simplify and standardise the format for the Equality Objectives published on the Council website.

To be completed after the report has been presented to Cabinet

✓ (Please tick) Recommendation Accepted Partly accepted Do not accept

Will review format when updating objectives. The aim is to do this once the government's review of the public sector equality duty has been completed. We would retain reference to accountable manager and portfolio holder – this is helpful to identify who is accountable for the action and fits with wider performance management arrangements.

Recommendation 2 (of 14)

An annual review of the progress of the Equality Objectives should be undertaken as part of a monitoring process.

Part 1 – to be completed after the report has been presented to Cabinet

(Please tick) Recommendation Accepted Partly Accepted Do not accept

This will be done as part of performance management arrangements. It reflects aspirations to mainstream equalities.

Recommendation 3 (of 14)

Develop a process to indicate how equality and inclusion considerations/implications are taken into account when new policies are being developed.

Part 1 – to be completed after the report has been presented to Cabinet

(Please tick) Recommendation Accepted Partly Accepted Do not accept

Equality Impact Assessments for significant new policies and changes to policies are likely to continue – this is in line with current practice. The pro-forma for Equality Impact Assessments is being updated to reflect latest good practice. It is however important that any work involved remains proportionate.

Recommendation 4 (of 14)

Ensure the cultural breakdown of the borough identified through the census data is considered when identifying service need.

Part 1 – to be completed after the report has been presented to Cabinet

(Please tick) Recommendation Accepted Partly Accepted Do not accept

Briefings on census findings are being arranged for all Members and for officers. This will include information on people with the protected characteristics. Managers will be encouraged to use this information when planning future services.

Recommendation 5 (of 14)

Develop mechanisms to target applications from minority groups by broadening the list of agencies that receive notification of vacancies.

Part 1 – to be completed after the report has been presented to Cabinet

(Please tick) Recommendation Accepted Partly Accepted Do not accept

We are doing as much as is reasonable at the present time. The impact of current work has been considered and examined, but it has not been significant. It remains our understanding that groups involved do tend to be City/Conurbation based and our contact database reflects that. If anyone is aware of borough specific groups, if they could let us know then we will consider their inclusion in future mail-outs.

Recommendation 6 (of 14)

Consider how job adverts and application forms can be improved to make potential applicants aware of the Council's policy that jobs are open to job share.

Part 1 – to be completed after the report has been presented to Cabinet

(Please tick) Recommendation Accepted Partly Accepted Do not accept

We are doing as much as reasonably practical at present.

Recommendation 7 (of 14)

Revise the Equality and Diversity basic awareness training for new employees and develop a process to refresh this information for existing employees on a regular basis. Techniques for delivering this could include briefings or the use of interactive software.

Part 1 – to be completed after the report has been presented to Cabinet

(Please tick) Recommendation Accepted Partly Accepted Do not accept

It is proposed that the workbook is retained and is kept up to date. We will also strengthen and push for more new starters to complete the workbook.

Recommendation 8 (of 14)

Undertake initiatives to promote awareness and understanding of diverse groups for existing employees by the use of themed displays and events.

Part 1 – to be completed after the report has been presented to Cabinet

(Please tick) Recommendation Accepted Partly Accepted Do not accept

This is already in place. Our aim is to set up or display at least four events per year in the Civic Centre targeting both employees and the public. Recent examples include displays, for Age UK and the LGBT display (including raising of the Rainbow Flag). We also work on why the campaigns such as “The Man Enough Campaign” which while not specifically equalities related does have a disproportionate impact on the protected characteristics.

Recommendation 9 (of 14)

Remind staff of the need to use clear English on any printed material that is in the public domain.

Part 1 – to be completed after the report has been presented to Cabinet

(Please tick) Recommendation Accepted Partly Accepted Do not accept

Guidelines on plain English the Gedling way have just been published and are being promoted to managers.

Recommendation 10 (of 14)

Proactively work to counter negative perceptions about diverse groups in the community.

Part 1 – to be completed after the report has been presented to Cabinet

(Please tick) Recommendation Accepted Partly Accepted Do not accept

This is already in place. We will look to supply examples from current and future Contacts magazines in due course.

Recommendation 11 (of 14)

Promote positive examples of community/multicultural action by publishing news stories/photo opportunities via the Gedling Borough web pages, Staff Intranet and Contacts magazine.

Part 1 – to be completed after the report has been presented to Cabinet

(Please tick) Recommendation Accepted Partly Accepted Do not accept

This is already in place and we are aiming to do more wherever possible.

Recommendation 12 (of 14)

Consider what can be done at the Arnold and Gedling Shows to celebrate diversity.

Part 1 – to be completed after the report has been presented to Cabinet

(Please tick) Recommendation Accepted Partly Accepted Do not accept

A number of organisations already involved and invited to these events that represent the protected groups.

Recommendation 13 (of 14)

Create a link from the GBC web pages to the database the Council for Voluntary Services is currently developing which will catalogue voluntary and community groups.

Part 1 – to be completed after the report has been presented to Cabinet

(Please tick) Recommendation Accepted Partly Accepted Do not accept

This will happen once it is ready, as long as there are no data protection implications.

Recommendation 14 (of 14)

Evidence of applicants meeting equality criteria should be requested when applications for grant aid funding are considered. Monitoring should be undertaken to ensure that grant aid funding is allocated to a wide range of diverse groups.

Part 1 – to be completed after the report has been presented to Cabinet

(Please tick) Recommendation Accepted Partly Accepted Do not accept

It is felt that this would introduce an unnecessary degree of complexity for what are often very small grants, the additional administrative burden could penalise the very groups we are looking to support. This will be considered for larger scale grant bids, possibly linked to Service Level Agreements. Groups that are awarded these grants are often organisations that are addressing disadvantage.