

## **Progress of Scrutiny Review Recommendations**

### **Report to the Overview and Scrutiny Committee**

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

Initial response to Overview received: **7 October 2013**

Portfolio Holder: **Councillor K Fox**

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

Officer supporting the review: **Helen Lee**

#### **Guidance**

Monitoring of the progress of recommendations to scrutiny reviews is requested by the Overview and Scrutiny Committee approximately six months after the initial response.

The Committee requests further information regarding the recommendations that were **accepted** or **partially accepted**. The update section should be completed identifying progress or new developments that have taken place.

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

#### **Recommendation 1**

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

#### **Recommendation Accepted**

##### **Initial Response to Overview**

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.

##### **Update on progress of recommendation**

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Commitment remains though work has not yet started on updating objectives

## **Recommendation 2**

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

### **Recommendation Accepted**

#### **Initial Response to Overview**

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

#### **Update on progress of recommendation**

Relevant continuing measures are monitored as part of ongoing performance management arrangements.

## **Recommendation 3**

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

### **Recommendation Partly Accepted**

#### **Initial Response to Overview**

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.

#### **Update on progress of recommendation**

Equality Impact Assessments continue to be required for significant new policies and changes to existing policies. A new proforma has been developed and is in use.

## **Recommendation 4**

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

### **Recommendation Accepted**

### **Initial Response to Overview**

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.

### **Update on progress of recommendation**

Managers and members have received briefings on census results. Information is available on Gedling Insight, broken down in relation to protected characteristics where that information was gathered as part of the census. Insight continues to be used in the planning of future services and managers are encouraged to reference it as part of service planning.

### **Recommendation 5**

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

### **Recommendation Partly Accepted**

### **Initial Response to Overview**

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.

### **Update on progress of recommendation**

No further progress to report.

### **Recommendation 6**

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.

### **Recommendation Partly Accepted**

### **Initial Response to Overview**

We are doing as much as reasonably practical at present.

### **Update on progress of recommendation**

No further progress to report.

### **Recommendation 8**

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

#### **Recommendation Accepted**

##### **Initial Response to Overview**

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.

##### **Update on progress of recommendation**

We have recently supported Stonewall’s “No Bystanders” campaign about the impact of bullying and how we can tackle it in all areas of our lives. A link to a powerful message has been featured on the Intranet – this adds an on-line element to our work to promote awareness and encourage appropriate challenge amongst existing employees.

There have been no further displays in the Reception Area.

### **Recommendation 9**

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

#### **Recommendation Accepted**

##### **Initial Response to Overview**

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

##### **Update on progress of recommendation**

Guidelines as outlined above are now in use.

## **Recommendation 10**

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

### **Recommendation Accepted**

#### **Initial Response to Overview**

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

#### **Update on progress of recommendation**

Recent examples of coverage of the diverse groups covered in Contact magazine include: -

##### **Contacts 34 (Winter 2013/14)**

<http://www.gedling.gov.uk/media/documents/aboutus/contacts/Contacts%2034%20P2.pdf%20NEW%20-%20Web.pdf>

This edition included articles about volunteering opportunities; Nottingham credit union; Gedling Play Forum; new facilities for people with disabilities; and independence for older people.

##### **Contacts 35 (Summer 2014)**

<http://www.gedling.gov.uk/media/documents/aboutus/contacts/Contacts%2035%20web.pdf>

This edition included articles about the Gedling Youth Council; the Council's work to be a dementia friendly organisation; services offered by the Royal British Legion at the Civic Centre; new skatepark and arts trial facilities for young people and the Netherfield and Conway Good Neighbour awards. See pages 2, 3, 4, 7, 22, 23 and 25.

## **Recommendation 11**

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

### **Recommendation Accepted**

#### **Initial Response to Overview**

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

## **Update on progress of recommendation**

See response to Recommendation 10 for recent examples included in Contacts magazine. All of these are also published on the Council's website.

## **Recommendation 12**

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

### **Recommendation Accepted**

#### **Initial Response to Overview**

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

## **Update on progress of recommendation**

### **Arnold Carnival 2014**

Activities during the Carnival:

- Arnold Churches Together has its own marquee and Sunday service on stage.
- Older Gedling Homes' tenants parading their art work.
- Sports activities and Zumba for young people
- Youth Service Bus
- Extreme Wheels activities for young people
- Gedling Play Forum arts and crafts for both children and grandparents. This includes Debz4Coffee group support for children with disabilities.
- On stage performances opportunities for local children

Charities and other organisations in attendance with promotional stalls:

- Less Able Bodied Holidays, supported disabled and disadvantaged people in Nottingham
- The Anthony Booth Trust, supporting aplastic anaemia
- Alzheimer's Society
- Cancer Research UK
- Age UK Nottingham and Nottinghamshire
- The Bahai Faith

### **Gedling Show**

Activities during the Show:

- Sports activities for young people
- Extreme Wheels activities for young people
- Children performing in the dance marquee and period dance performances for older people
- Gedling Play Forum arts and crafts for both children and grandparents. This includes Debz4Coffee group support for children with disabilities.

Charities and other organisations in attendance with promotional stalls:

- Less Able Bodied Holidays, supported disabled and disadvantaged people in Nottingham
- The Anthony Booth Trust, supporting aplastic anaemia
- Arthritis Care
- Carlton and Gedling U3A, providing educational and leisure activities for semi-retired and retired people
- Young Persons Positive Moves Extras group providing exercise for children with disabilities

### **Recommendation 13**

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.

#### **Recommendation Accepted**

#### **Initial Response to Overview**

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

#### **Update on progress of recommendation**

Still under review at present