
















## Equality Objectives 2017-2020 Action Plan – Progress (as at April 2018)

Key:  No progress  Completed/on track  On-going

<b>Objective 1: Ensure services delivered by, or on behalf of Selby District Council are - as far as possible - accessible and do not discriminate</b>	
<b>Action</b>	<b>Progress</b>
<b>Service Plans</b> - Ensure equalities are integrated in all Service Plans e.g. Action to develop/improve data gathering mechanisms	
<b>Community Needs Assessment</b> - NYCC to provide business intelligence to update the latest version to include district profile in terms of Protected Characteristics (PCs)	
<b>Delivery Partners and Third Sector</b> - Develop relationships to better connect and support communities across the district	
<b>Customer Strategy</b> - Monitor progress on the implementation of the strategy	
<b>Resident Survey</b> - Deliver a survey to a sample of all residents to test out views of what it is like to live in the district. Analyse by PCs	
<b>Equality Network Groups</b> - Establish and maintain links with local equality networks e.g. Selby Equality Network Group. Identify new equality networks e.g. Mental Health	
<b>Employer Sponsored Volunteer Scheme</b> - Design a scheme and promote the benefits to employees	
<b>Equality Diversity and Community Impact Assessment (EDCI) and Health Impact Screening</b> - Review EDCI template and include health impact as part of the assessment Review process - including completion monitoring, accountability, quality controls and health impact assessment	

<b>Objective 2: Ensure employees and Members are supported to deliver accessible, non- discriminatory services</b>	
<b>Action</b>	<b>Progress</b>
<p><b>Workforce Data</b> - HR employee information form – include details of all PCs and ensure system is able to record all details Improve the quality of our data and information analysis by improving the electronic employee data recording system</p>	
<p><b>Staff Survey</b> - Include equality group/PC data questions in staff survey</p>	
<p><b>Organisational Development Strategy</b> - Develop a new strategy which considers the diversity of the workforce</p>	
<p><b>Equality Diversity and Community Impact (EDCI) Screening/Assessment</b> - Provide support and training/refresher training for staff. Raise awareness of the need to undertake screening/assessment and the process to be followed.</p>	
<p><b>Equalities Staff Working Group</b> - Explore the appetite for a staff forum/working group (through the staff survey) made up of representatives from all PCs</p>	
<p><b>Employment Policies</b> - Develop and review employment policies to ensure they are up to date and supportive of a diverse workforce. Review Equal Opportunities in Employment and Equal Opportunities Policy Relating to Disability</p>	
<p><b>Equalities Training</b> - Develop/improve our training offer around equalities, e.g. through updating our eLearning package. Requirement for all roles – understanding of equalities. Mandatory training for all employees.</p>	
<p><b>Management Information</b> - Introduce equalities management information reporting</p>	