

**Improvement Priority – VP-4b/c Embed equality and diversity throughout the organisation and ensure fair access to all our services.**

**Accountable Officer – Lelir Yeung**



<b><u>Why is this a priority</u></b>	The equality and diversity agenda is fundamental to the achievement of our overall mission "to bring the benefits of a prosperous vibrant and attractive city to all the people of Leeds" and crucial to narrowing the gap. It is an underpinning theme of CAA and key to understanding our customers and their needs. There is also significant legislation around equality and diversity with which the council must comply
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**Overall progress to date and outcomes achieved 1 April 2009 – 30 September 2009**

**Overall Summary**

Progress has continued to be made in embedding equality and diversity and to ensure fair access to all our services. An indication of this is the progress made in the following areas:

- developing an equality assurance process for procurement;
- an increased understanding of the use and benefits of impact assessments; and
- establishing the Leeds Equality Network which has taken forward work around child poverty which will inform further developments in this area.

Whilst progress is being made in taking forward the Equality Assembly, this has been slower than anticipated due to the considerable outreach work required to make sure that full representation is achieved. For the same reason, there has been some difficulty progressing the gender hub, and there is still work to be done to fully establish the other hubs but work remains underway to drive forward these activities

Work has taken place to provide a full up to date list of planned equality impact assessments for 2009-2010.

Progress across all areas is in a forward direction

**Achievements since the last report**

- Equality and Diversity Board work plan being progressed eg the Board is taking responsibility for challenging any changes to the Equality and Diversity Scheme, and equality performance indicators
- Recommendations from the review of corporate staff groups being progressed. Staff groups feed into the decision making processes – see VP-4a
- Leeds Equality Network (partnership group) has been key to progressing a series of gender impact assessments within areas which impact on child poverty – teenage pregnancy, NEET, and worklessness
- Equality Framework working group has established method/process of transferring from the Standard to the Framework
- Equality Assurance process for procurement rolled out, and directorates now using this process
- Reviewed and clarified performance indicator and targets to measure of equality and diversity performance in Council Business Plan 2008-11
- The Equality Assembly has been established and programmes of work are being developed.

**Challenges/Risks**

- Challenge to fully embed Equality, Diversity, Cohesion and Integration agenda and ensure positive outcome in this area within CAA, as this is an underpinning theme
- Risk of not meeting our legal duties
- Risk of failing to achieve outcomes within the Equality and Diversity Scheme and Cohesion and Integration Priorities Delivery Plan
- Risk of failing to achieve successful transition to the Equality Framework
- Challenge of diminished satisfaction from key stakeholders resulting in potential disengagement with the Equality Assembly and involvement mechanisms
- Challenge of providing continued professional support with fewer resources

<b><u>Council / Partnership Groups</u></b>	Equality and Diversity Board		
<b><u>Approved by</u></b> <i>(Accountable Officer)</i>	Kathy Kudelnitzky	<b><u>Date</u></b>	30/10/09
<b><u>Approved by</u></b> <i>(Accountable Director)</i>	James Rogers	<b><u>Date</u></b>	9/11/09

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**Key actions for the next 6 months**

	<b>Action (Desired Achievements)</b>	<b>Contributory Officer / Partner</b>	<b>Milestone / Actions</b>	<b>Timescale</b>
1	Embed equality & diversity at partnership level via Leeds Equality Network	Anne McMaster	Finalise report on child poverty.	December 2010
2	Elected Members and Lead Officers are well informed to be able to progress all areas relating to Equality, Diversity, Cohesion and Integration	Geoff Turnbull	Report to Central and Corporate Functions Scrutiny about Fairplay actions	March 2010
3	Effective leadership structures for Equality, Diversity and Cohesion in place.	Lelir Yeung Helen Grantham	New work programmes in place for the Equality Boards	March 2010
4	Improve embedding equality & diversity considerations in decision making.	Anne McMaster	Recommendations to be produced	March 2010
5	Achieve excellence of the Equality Framework	Anne McMaster	Launch Equality Framework	November 2010
6	Ensure we have effective and vibrant equality staff groups who feed into the decision making process	Alex Hannant	Report to the E&D Board progress on recommended actions from review	March 2010
7	Effective equality and diversity training and development in place	Helen Grantham	Appointment of external providers	December 2010
8	Fully take account of equality considerations in the procurement process	Wayne Baxter	Provide 4 training courses in procurement	March 2010
9	All equality areas are able to actively participate in involvement and consultation.	Lelir Yeung	Representative network to take place in March 2010	Ongoing March 2010
10	Consistent approach to celebrating and promoting equality events at a local, citywide, national and international level.	Geoff Turnbull	Recommend consistent approach around the celebration of equality events	March 2010

**Performance Indicators**

Performance indicators aligned to the Improvement Priority

<b>Reference</b>	<b>Title</b>	<b>Owner</b>	<b>Frequency &amp; Measure</b>	<b>Rise or Fall</b>	<b>Baseline</b>	<b>2008/09 Result</b>	<b>2009/10 Target</b>	<b>2009/10 Quarter 2</b>	<b>Current Predicted Full Year Result</b>	<b>Data Quality</b>
BP-14a	% services which are accessible as assessed by self assessment	Equality Team	Annually %	Rise	*		100% mainly accessible	Annual indicator reported at Q4		No concerns
NI 140	% people who say they have been treated with respect and consideration by local services	PP&I	Place Survey %	Rise	69.8%	69.8%	No survey due	No survey due 2009/10		No concerns
BP-27	The level of the Equality Framework to which the authority conforms	Equality Team	Annually Level	Rise	Working towards Excellent	N/A	Working towards Excellent	Annual indicator	Working towards excellence	No concerns
BP-28	Implementation of the Equality and Diversity Scheme	Equality Team	Annually %	Rise	5%	5%	50%	Annual indicator reported at Q4		No concerns

\*ASC: Partly Accessible – ASC, E&N, CD, EY&YS. Mainly accessible – Ed Leeds, CYPSC, Resources