

# Tamworth Borough Council

## Diversity and Equality Action Plan 2017 – 2019

Action	By when	Responsible officer	Completed	Outcome
Annual review of the scheme and action plan and report to Cabinet	31 <sup>st</sup> March 2018	AG/ZW		Compliance with legislation
Scheme is communicated via Astute and internet	September 2017	AG/ZW		Compliance with internal audit recommendations
E&D Training to be delivered to all new employees	Ongoing	ZW	Ongoing	Compliance with internal audit recommendations
Delivery of E&D training and refresher for employees and elected members	By 2018	ZW and Directors	Ongoing	Compliance with mandatory training matrix as agreed by CMT 19 Jan 15
Carry out annual equal Pay Audit	31 <sup>st</sup> March 2018	ZW		Compliance with equal pay legislation
Publish annual pay policy	31 <sup>st</sup> March 2018	AG		Compliance with Section 38 of the Localism Act 2011
Establish and communicate equality objectives and review on 4 yearly basis	31 <sup>st</sup> March 2019	AG/ZW		Compliance with Public Sector Equality Duty (contained within the Equality Act 2010)
All HR policies must contain completed impact assessments	In line with review dates	ZW	ongoing	Compliance internal audit recommendations
Publication of workforce data on an annual basis	September 2017	AG/ZW		Compliance with Public Sector Equality Duty (contained within the Equality Act 2010)
Update equalities Risk Register	September 2017	AG		Compliance with internal audit recommendations
All directors to ensure that strategic policies and procedures contain community impact assessments	Ongoing	Directors		Improved provision of service ensuring maximum inclusion
Monitor compliance with the Public Sector Equality Duty	31 <sup>st</sup> March 2018	AG/ZW		Compliance with legislation
Update the PMF to ensure directors and managers give consideration to carrying out the relevant impact assessment when developing business plans	Ongoing	AG/JD	Ongoing	Improved provision of service ensuring maximum inclusion
Improve knowledge of the demographic of Tamworth in terms of the protected characteristics in conjunction with the UCO workstream	31 <sup>st</sup> March 2018	AG/JD		Improved provision of service ensuring maximum inclusion
Sign up to Time to Change Employer Pledge	July 2017	TG/ AG		Focus on a lesser known and growing

				aspect of diversity and equality
Deliver Time to Change action plan	Dec 2018	AG/ ZW		Requirement of employer pledge
Train 10 further Mental Health First Aiders	Dec 2018	ZW		Additional skills and knowledge in organisation
Continue with Dementia Friends training programme	Dec 2017	ZW		Additional skills and knowledge in organisation
Deliver dementia action plan	March 2018	Karen Clancy/ Directors		

Updated 01/06/2017

### Key

Complete
In Progress
Not Started