

**CHILDREN & LEARNING DRAFT EQUALITIES ACTION PLAN APRIL 2006 TO MARCH 2007**

**Key Issue 1: Leadership and Corporate Commitment**

**The Council recognises the need to demonstrate strong leadership and commitment on all equality matters with regard to its responsibilities in purchasing, providing and monitoring services; recruiting, managing and developing employees; fostering and maintaining local democracy and contributing to and supporting strong partnerships.**

Key Objectives	Targets & Outcomes	Lead officers	Time scale
1. Improve performance on the duty to promote equality and eliminate discrimination	<ul style="list-style-type: none"> <li>Implement action plans on the 2005/06 equality impact assessments and publish results of consultations and assessments.</li> </ul>	<b>GS/CSO</b>	<b>Aug 06</b>
2. Manage the Council's performance on key performance indicators and demonstrate year on year improvements	<ul style="list-style-type: none"> <li>Actively engage with disabled people, BME, LGBT and faith groups in the consultation and development of the Children and Young Persons Partnership and related services.</li> <li>Contribute to achieving Level 4 of the Equality Standard and to analyse and improve service delivery.</li> <li>Review key performance indicators as part of monthly performance monitoring report to DMT</li> </ul>	<b>CSO</b>	<b>Ongoing</b>
3. Promote equality and diversity through procurement	All relevant contracts & SLA to include equality clause and targets as appropriate and monitored & reviewed annually.	<b>GS</b>	<b>April 06</b>
4. Contribute to partnership approach to addressing equality and diversity		<b>GS/CB</b>	<b>April 06</b>
5. Increase the representation of disadvantage groups on public bodies		<b>GS/CSO</b> <b>KG</b>	<b>May 06</b> <b>April 06</b>
	<ul style="list-style-type: none"> <li>Increase awareness and reporting of homophobic bullying</li> <li>CYPB priority areas are: <ul style="list-style-type: none"> <li>vulnerable children and young people;</li> <li>immunisation and vaccination (including support for 'hard to reach families');</li> <li>children with a disability;</li> <li>obesity in children and young people;</li> <li>educational attainment (especially looked after children, young offenders, teen mothers, African Caribbean Boys).</li> </ul> </li> </ul>	<b>JC</b> <b>PCT</b>	<b>All</b> <b>Ongoing</b>
		<b>HG</b> <b>PCT</b> <b>GH</b>	

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<b>Key Issue 2: Consultation, Community Development and Partnership</b>			
<b>The Council has a 'Duty' to promote equality and to effectively engage with the voluntary and community sectors in the development and delivery of quality services.</b>			
<b>Key Objectives</b>	<b>Targets and Outcomes</b>	<b>Lead officers</b>	<b>Time scale</b>
<p>1. Support the development and sustainability of the voluntary and community sectors</p> <p>2. Develop a consultation strategy for consulting and engaging with equalities interest groups and individuals</p>	<ul style="list-style-type: none"> <li>Ensure voluntary/community group representation on key groups (Children &amp; Young Persons Board, School Organisation Committee, Schools Forum) and LA involvement in community/minority ethnic groups (Muslim Education Forum, Luton Council of Mosques, African Caribbean Achievement Group, supplementary schools and LGBT Youth groups).</li> </ul>	<b>GS</b>	Sept 06
	<ul style="list-style-type: none"> <li>We are in the process of developing a consultation strategy for C&amp;L department which will be specific about consultation with potentially hard to reach groups and promote involvement and feedback which is representative of the population. Includes:                             <ul style="list-style-type: none"> <li>provision of advice for staff carrying out consultation;</li> <li>ensuring appropriate resources allow for methodologies which are sympathetic to the population being consulted;</li> <li>monitoring consultation to ensure best practice is followed</li> <li>List consultation events for the year.</li> </ul> </li> </ul>	<b>NP/CB</b>	June 06
	<ul style="list-style-type: none"> <li>Evaluate/implement findings from 'Being Young in Luton' survey. Look at findings relating to gender and ethnic origin.</li> </ul>	<b>NP/CB</b>	April 06
	<ul style="list-style-type: none"> <li>Examine findings and implement possible recommendations from the Best Value review of the Youth Service regarding issues of gender, race, disability and sexuality.</li> </ul>	<b>NC</b>	July 06

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**Key Issue 3: Service Delivery and Customer Care**

**The Council recognises that the development and delivery of appropriate services is central to bringing about the changes required to improve life chances.**

Key Objectives	Targets and Outcomes	Lead officers	Time scale																				
1. Inform Service improvement through needs assessment	<ul style="list-style-type: none"><li>Ensure gaps identified in impact assessments are closed. Ensure service plans are audited to check inclusion of equalities objective to meet service improvement and Equality Standard.</li><li>Monitor and report take-up of services delivered to children to ensure coverage is representative.</li></ul>	GS/CSO	Aug 06																				
2. Increase participation and raise attainment for disadvantaged and socially excluded groups, including LGBT young people.	<ul style="list-style-type: none"><li>Monitor and report attainment across the Key Stages for pupils in primary and secondary schools by gender, ethnic origin and special educational need and put measures in place to improve performance.</li></ul> <p>- School pupil performance targets for 2007:</p> <p><b>KS2</b></p> <table><tr><td>Pakistani</td><td>68 %</td></tr><tr><td>Bangladeshi</td><td>71 %</td></tr><tr><td>African Heritage</td><td>67 %</td></tr><tr><td>Caribbean Heritage</td><td>79 %</td></tr><tr><td>Indian</td><td>85 %</td></tr></table> <p><b>GCSE</b></p> <table><tr><td>Pakistani</td><td>51 %</td></tr><tr><td>Bangladeshi</td><td>60 %</td></tr><tr><td>Caribbean Heritage</td><td>45 %</td></tr><tr><td>Indian</td><td>73 %</td></tr><tr><td>African Heritage</td><td>34 %</td></tr></table>	Pakistani	68 %	Bangladeshi	71 %	African Heritage	67 %	Caribbean Heritage	79 %	Indian	85 %	Pakistani	51 %	Bangladeshi	60 %	Caribbean Heritage	45 %	Indian	73 %	African Heritage	34 %	GS/CSO  GH/ZA	Sept 06  Nov 06
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<p>3. Provide appropriate Social Care Services and ensure equity of access</p> <p>4. Increase the confidence of the communities in reporting hate crimes and increase satisfaction in the way incidents are handled.</p> <p>5. Secure the regeneration of local areas suffering significant economic and social disadvantage</p>	<ul style="list-style-type: none"> <li>Develop strategies for raising attainment across the more 'hard to reach groups' through the support provided by the ethnic minority achievement strategy team.</li> <li>Continue to support school building adaptations (ramps, disabled toilets, enhanced acoustics).</li> <li>Implement accessibility strategy following schools consultation</li> <li>Social Care - monitor childcare complaints re. gender, ethnic origin and disability.</li> <li>Monitor following PIs: PAF E45 - ethnicity of children in need. PAF E67 - children in need with disabilities APA PI - proportion of children on Child Protection Register that were from minority ethnic groups</li> <li>Review process for recording and reporting hate crime incidents in schools (see BV174/175). Ensure number and nature of incidents is reported to the RAF, LMARIG, LGBT Steering Group.</li> <li>Support the areas in Luton suffering more from social disadvantage through the deployment of family workers based in schools resourced through the Children's Fund.</li> <li>Youth Offending – consider research relating to custody to develop strategies for service improvement.</li> </ul>	<p><b>ZA</b></p> <p><b>DC</b></p> <p><b>AF</b></p> <p><b>CSO</b></p> <p><b>CB</b></p> <p><b>CB/JT</b></p> <p><b>DB</b></p> <p><b>AB</b></p>	<p>Oct 06</p> <p>Ongoing</p> <p>Sept 06</p> <p>Quarterly</p> <p>Quarterly</p> <p>Nov 06</p> <p>Oct 06</p> <p>Ongoing</p>
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<b>Key Issue 4: Employment and Training</b>			
<b>The Council's objective is to ensure that its workforce reflects the local population as this will help to improve service delivery to the community.</b>			
<b>Key Objectives</b>	<b>Targets and Outcomes</b>	<b>Lead officers</b>	<b>Time scale</b>
1. Ensure the Council's workforce reflects the diversity of its population (The corporate targets are: 46% of women in top 5% of earners; 11% BME in top 5% of earners; 8% staff disabled and 24% of staff from BME groups)	<p><b>Outcomes and Targets for 06/07:</b></p> <p>BV11a - Top 5% of earners that are women: 52.5% / <b>55%</b></p> <p>BV11 b – Top 5% of earners that are BME: 7% / <b>11%</b></p> <p>BV16 - % of the workforce declaring they meet the DDA: 8% / <b>8%</b></p> <p>BV17- % of employees from black and minority groups: 25% / <b>28%</b></p> <p>n.b. outcomes relate to previous Lifelong Learning Dept.</p>	<b>WC</b>	Quarterly
2. Enable the workforce to recognise and manage diversity	<ul style="list-style-type: none"> <li>Ensure that the recruitment of foster carers from BME communities is representative of the local area</li> <li>Provide LGBT guidance for professionals working with young people.</li> <li>Support schools in developing policies to address homophobic bullying</li> </ul>	<b>JC</b>	Sept 06
3. Meet the requirements of the specific duty on employment in the RRA Act and the Disability Discrimination Act	<ul style="list-style-type: none"> <li>Monitor and report on the categories covered in the Race and Disability y employment Duty</li> </ul>	<b>CW</b>	Sept 06
		<b>CSO</b>	Ongoing