

OVERVIEW AND SCRUTINY BOARD

Tuesday 25th July 2006

<p>Diversity Action Plans 2005/08 Year-end Update Report for 2005/06 and Revised Diversity Action Plans April 2006 – March 2008</p>

<p>LINDA MAUGHAN, DIRECTOR of HUMAN RESOURCES</p>

Summary

1. To inform Scrutiny of the results of 2005/06 year-end monitoring relating to the Council's Diversity Action Plans 2005/08 and to present the revised Diversity Action Plans for April 2006 – March 2008.

Introduction

2. "The Council values the diversity of the local population and seeks to reduce social exclusion by making its services, facilities and resources more responsive to community and individual needs. The Council recognises that its ability to meet these diverse needs is improved by having a workforce that reflects the community and has the skills and understanding to achieve the key strategic aims.
3. The Council is committed to providing structures, ways of working, communicating and managing which ensure that no service user (or potential service user), or employee experiences unfair discrimination and harassment and which actively promote productive working relationships. This commitment is based on the principle of valuing diversity through understanding and respecting individual differences (including: gender, age, ethnic origin, disability, family status and caring responsibilities, religion, sexual orientation, political affiliation and income) and maximising the unique contributions of individuals in all the Council's activities. Each directorate has produced a diversity action plan to improve and make services more accessible and responsive."

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[1] *Middlesbrough Council's Corporate Diversity Policy 2005*

Evidence/Discussion

Monitoring against diversity objectives, April 2005 – March 2006.

4. The Diversity Action Plans for 2005/08 contained 309 diversity objectives contained within six Diversity Action plans for the following areas:
 - Regeneration
 - Environment
 - Social Care
 - HBS
 - Children, Families and Learning
 - Central Services
5. The Corporate Diversity Action Plan is an over arching plan consisting of key objectives from the other six departmental plans and is attached as Appendix A. All the other Diversity Action Plans follow the same format.
6. At 30th April 2006, the 309 objectives were broken down as follows:
 - 165 complete
 - 94 are on target
 - 31 have slipped and are rolled forward
 - 19 objectives have been removed over the last year for a number of reasons including:
 - objective proved immeasurable
 - objective set did not receive the funding expected
 - objective fell under another directorate and so picked up elsewhere
 - expected uptake was insufficient to sustain the objective's target set
7. Key achievements over the last year, 2005/06, are detailed in Appendix B. Full year-end, 2005/06, updates of all seven Diversity Action Plans are available upon request from the author of this report.
8. All the objectives for 2006/08 from the six Diversity Action Plans are listed in Appendix C.
9. The revised 2006-08 Diversity Action Plans contain details of objectives achieved during the first year of the three-year plan, objectives that have been rolled forward, objectives that were removed with explanations and new objectives set for the next two years to improve service provision. New objectives set include:
 - improve upon our Bereavement Service to ensure it caters more effectively to requests made by the BME communities
 - teach 2000 children to swim 25 meters by March 2007
 - to increase the awareness and encourage participation of sporting activities for BME communities by working successfully with the Mela steering committee
 - to examine the options for service redesign of the Middlesbrough Deaf Centre
 - analyse the impact of religious days of observance on school attendance to inform future target setting (for absence) in Middlesbrough schools
 - use the Council's Disabilities Focus Group for Design Projects by consulting on access issues to schools, the Access Strategy and other documents.

10. In addition, over the next two years, Middlesbrough Council will be developing initiatives to ensure that we are in line with national targets. These include:
 - producing a Disability Equality Scheme in line with the Disability Discrimination Act 2005
 - producing a Gender Equality Scheme to meet the requirements of the Equality & Human Rights Act 2007
 - progressing to level three of the Equality Standard for Local Government, BVPI 2a
11. Diversity Action Plans are dynamic documents and at each quarterly review there is the opportunity to add, amend or delete objectives.

Reviewing and Reporting Diversity Action Plan (DAP) Objectives 2005-2008

12. The Council has in place a second Race Equality Scheme 2005-2008 in response to the Race Relations (Amendment) Act 2000. It is a triennial plan, which states how the authority will achieve the General and Specific duties encompassed within the Act to ensure that race equality is mainstreamed in all activities undertaken. In line with this, and wider equality objectives, the seven Diversity Action Plans 2005-2008, were produced documenting how the Council will progress diversity in relation to the following headings:
 - Race
 - Gender
 - Disability
 - Age
 - Religion and Belief
 - Sexual Orientation
 - Generic Issues
13. Progress against each identified objective is monitored and reported on a quarterly basis. The quarterly monitoring periods for 2005/06 were:
 - April 05 – June 05
 - July 05 – September 05
 - October 05 – December 05
 - January 06 – March 06
14. An update report is produced after each monitoring period and presented to the Corporate Diversity Group. At the end of each year an update on DAP objectives is taken to CMT, Scrutiny and Executive to ensure Members and CMT are aware of progress made and any outstanding issues.

Conclusion

15. For Scrutiny to note and comment upon this report.

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APPENDIX A

CORPORATE

DIVERSITY ACTION PLAN

2005 – 2008

Year II

April 2006 – March 2008

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Diversity action plan objectives (year II)

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Appendix A

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- Objectives rolled over from 2005/06 to year II

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NO	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	RESOURCES REQUIRED	TARGET DATE	RESPONSIBLE SERVICE & OFFICER	UPDATE
1.	Racist Incident reporting within the Council	Baseline number and nature of racist incidents from 2006/2007	Baseline information available	Corporate Diversity Officer as part of workload.	End of March 2007	Corporate Diversity Officer (EB)	
		Develop a remedial action plan for 2007/08 from the baseline data for 2006/07	Action plan agreed		April 2007		

NO	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	RESOURCES REQUIRED	TARGET DATE	RESPONSIBLE SERVICE & OFFICER	UPDATE
2.	Meet the requirements of the Race Relations (Amendment) Act 2000	Annual review of the current Race Equality Scheme (RES) 2005-2008	Review complete	Corporate Diversity Officer as part of workload.	Oct 2006	Corporate Diversity Officer (EB)	
		Publicise changes	Changes published in: <ul style="list-style-type: none"> • Middlesbrough Matters • Middlesbrough News • Corporate Diversity Group • Departmental Diversity groups • Performance M'ment & Diversity group • CMT Report 		Dec 2006		
		Begin process for the development of the next triennial RES 2008-2011	Development underway		Nov 2007		

NO	DISABILITY OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	RESOURCES REQUIRED	TARGET DATE	RESPONSIBLE SERVICE & OFFICER	UPDATE
3.	Achieve BV156 with 50% (min) of Council buildings open to the public in which all public areas are suitable for and accessible to disabled people.	6 properties to DDA compliance	24/69 of the buildings are already compliant.	Corporate Access officer as part of workload.	March 2007	Corporate Assets Officer (MS)	
		6 properties to DDA compliance	50% compliance of all 69 buildings under the control of the service will aim to be compliant with DDA criteria by 2008		March 2008	& Corporate Access Officer (NC)	
4.	The other 50% of Council buildings that are open to the public have managed solutions implemented to meet DDA requirements.	15 properties assessed and solution implemented	The remaining 50% of the 69 properties will have a managed solution to meet DDA requirements.	Corporate Access officer as part of workload.	March 2007	Corporate Access Officer (NC)	
		10 properties assessed and solution implemented			Sept 2007		
		10 properties assessed and solution implemented			March 2008		

NO	DISABILITY OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	RESOURCES REQUIRED	TARGET DATE	RESPONSIBLE SERVICE & OFFICER	UPDATE
5.	Produce a Disability Equality Scheme (DES) in line with the Disability Discrimination Act 2005.	Draft a Disability Equality Scheme	Draft completed	Corporate Diversity Officer as part of workload	June 2006	Corporate Diversity Officer (EB) & Human Resource officer (JR)	
		Hold full internal & external consultation	Consultation started		June 2006		
		End of Consultation	Consultation completed and feedback incorporated within DES	Corporate Diversity Officer as part of workload	Sept 2006	Corporate Diversity Officer (EB)	
			CMT support		Oct 2006		
			Scrutiny & Executive endorsement		Nov 2006		
Design & develop a DES awareness raising programme	Deliver DES awareness raising sessions	HBS Training Team & Corporate Diversity Officer as part of workload	Oct 2006	Corporate Diversity Officer (EB) & Corporate Training Manager (FH)			

		<p>Inform organisation of the changes in legislation and how it will effect the public in terms of employment, training and service delivery</p>	<p>Organisation informed via:</p> <ul style="list-style-type: none"> • CMT report • Senior Management Team briefings • Corporate Diversity group • Departmental Diversity groups <p>Corporate Awareness training programme</p>	<p>Corporate Diversity Officer as part of workload.</p>	<p>Oct 2006</p>	<p>Corporate Diversity Officer (EB)</p>	
		<p>Publicise DES</p>	<p>Roll out DES awareness raising sessions</p>	<p>HBS Training Team</p>	<p>March 2007</p>		

NO	GENDER OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	RESOURCES REQUIRED	TARGET DATE	RESPONSIBLE SERVICE & OFFICER	UPDATE
6.	Produce a Gender Equality Scheme to meet the requirements of the Equality & Human Rights Act 2007	Draft a Gender Equality Scheme (GES)	Draft completed	Corporate Diversity Officer as part of workload	March 2007	Corporate Diversity Officer (EB)	
		Hold full internal & external consultation	Consultation completed		June 2007		
		End of Consultation	Consultation completed and feedback incorporated within GES	Corporate Diversity Officer as part of workload.	Sept 2007	Corporate Diversity Officer (EB)	
			CMT support		Sept 2007		
			Scrutiny & Executive endorsement		Oct 2007		
		Design & develop a GES awareness raising programme	Deliver GES awareness raising sessions	HBS Training Team & Corporate Diversity Officer as part of workload	Oct 2007	Corporate Diversity Officer (EB) & Corporate Training Manager (FH)	

		Inform organisation of the changes in legislation and how it will effect the public in terms of employment, training and service delivery	<p>Organisation informed via:</p> <ul style="list-style-type: none"> • CMT report • Senior Management Team briefings • Corporate Diversity group • Departmental Diversity groups <p>Corporate Awareness training programme</p>	Corporate Diversity Officer as part of workload	October 2007	Corporate Diversity Officer (EB)	
		Publicise GES	Roll out GES awareness raising sessions	HBS Training Team	March 2008	Director of HR (Client) (LM)	

NO	AGE OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	RESOURCES REQUIRED	TARGET DATE	RESPONSIBLE SERVICE & OFFICER	UPDATE
7.	Produce policies and procedures in relation to the Employment Equality (Age) Regulations 2006 with regard to employment and training.	Baseline age profile of workforce	Current age profile available	HBS	Sept 2006	Corporate Diversity Officer (EB)	
		Draft an Age legislation policy.	Draft completed	Corporate Diversity Officer as part of workload	Sept 2006		
		Design & develop an awareness raising programme	Programme developed and agreed with HR Client	HBS Training Team & Corporate Diversity Officer as part of workload	Oct 2006	Corporate Training Manager (FH) & Corporate Diversity Officer (EB)	
		Inform organisation of the changes in legislation and how it will effect the public in terms of employment, training	Organisation informed via: <ul style="list-style-type: none"> • CMT report • Senior Management Team briefings • Corporate Diversity group • Departmental Diversity groups Corporate Awareness training programme	Corporate Diversity Officer as part of work load.	Dec 2006	Corporate Diversity Officer (EB)	

		Publicise Age Awareness training sessions	Roll out Age Awareness raising sessions	HBS Training Team	March 2007	Director of HR (Client) (LM) & Corporate Training Manager (FH)	
		Monitor for evidence that age awareness is incorporated and in place within the recruitment and selection process.	More even distribution of age workforce profile	HBS Recruitment	March 2008	Corporate Diversity Officer (EB)	

NO	SEXUAL ORIENTATION OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	RESOURCES REQUIRED	TARGET DATE	RESPONSIBLE SERVICE & OFFICER	UPDATE
8.	Examine the resource implications of becoming a 'Stonewall' Champion Employer for Gay, Lesbian and Bisexual people.	Contact Stonewall and member organisations to assess potential for membership	Report to CMT highlighting the benefits of membership	Corporate Diversity Officer as part of workload	Oct 2007	Director of HR (Client) (LM)	

NO	GENERIC OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	RESOURCES REQUIRED	TARGET DATE	RESPONSIBLE SERVICE & OFFICER	UPDATE
9.	Develop a Lotus Notes Diversity Tile containing all 'Diversity' relevant information	Develop contents including: <ul style="list-style-type: none"> All policy areas All briefing & awareness sessions Equality Impact Assessment information 	Design completed	Corporate Diversity Officer & ICT Client Officer as part of workload	Aug 2006	Corporate Diversity Officer (EB)	
		Design tile	Tile design completed		Sep 2006		
		Tile up and running	Tile launched		Oct 2006		
		Publicise tile	Tile publicised via IT department and senior team meetings	HBS ICT Services & Corporate Diversity officer as part of workload	Mar 2007		

NO	GENERIC OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	RESOURCES REQUIRED	TARGET DATE	RESPONSIBLE SERVICE & OFFICER	UPDATE
10.	Review the current Corporate Diversity Policy 2005	Undertake initial review incorporating new legislation and codes of practise.	Initial review complete	Corporate Diversity Officer as part of work load.	Oct 2006	Corporate Diversity Officer (EB)	
		Hold full internal & external consultation, e.g. <ul style="list-style-type: none"> • Corporate Diversity Group • Departmental Diversity Groups • Disability Focus Group 	Consultation started		Mar 2007		
		Publicise revised policy	Organisation informed via: <ul style="list-style-type: none"> • CMT report • Senior Management Team briefings • Corporate Diversity group • Departmental Diversity groups • Corporate Awareness training programme 		Oct 2007		
		Promote revised policy	Via senior Team meetings		Dec 2007		

NO	GENERIC OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	RESOURCES REQUIRED	TARGET DATE	RESPONSIBLE SERVICE & OFFICER	UPDATE
11.	To progress to level three of the Equality Standard for Local Government	Gather baseline data from all areas on current position for level III	Information returned from all areas	Corporate Diversity Officer as part of work load.	May 2006	Corporate Diversity Officer (EB)	
		Examine baseline data and determine areas to strengthen.	Draw up action plan		July 2006		
		Develop programme of awareness raising sessions for EIA to departments	Programme developed		Aug 2006		
		Second assessment	Information returned from all areas		Sept 2006		
		Install an internal validation/Quality Assurance process for EIA	Process agreed		Oct 2006		
		Install an internal process to publicise the results of EIA					
		Roll out EIA training to all relevant officers/departments	Training complete.		Mar 2008		

NO	GENERIC OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	RESOURCES REQUIRED	TARGET DATE	RESPONSIBLE SERVICE & OFFICER	UPDATE
12.	Implement positive action initiatives so the workforce more accurately reflects the BME and disabled communities within Middlesbrough. See People Strategy Action 4.1 and 4.7	Audit current workforce profile and compare to LLMS	Current profile available	Corporate Diversity Officer & HBS Human Resources as part of workload.	Sept 2006	Director of HR (Client) (LM)	
		Report on PA good practise in other authorities	Report complete		Nov 2006		
		Report on specific area/roles where people from BME communities and people with disabilities are under-represented in the workforce	Report complete		January 2007		
		Design a specific PA programme to target areas of under-representation	Programme designed		March 2007		

APPENDIX A - Achievements to date in year I, April 2005 – March 2006

No.	Objective Type	Achievement	Resulting Action
1.	Race	Continued to develop and implement new initiatives with particular attention to higher graded posts such as: <ul style="list-style-type: none"> • 'A Day in the Life of' regular slot in employees' newsletter. • 'If I can You Can' - have BME volunteers to go into schools. • Advertising on TFM radio. • Increasing awareness of places on BME focus group and recruitment is on their next agenda (2005/06 DAP number: 1).	To improve workforce profile to reflect the makeup of BME community in Middlesbrough.
2.	Race	Completed the Council's second RES in effect from June 2005 and publicizing through Senior Management Team & delivered in-house RRAA 2000 legislation awareness courses (2005/06 DAP number: 2).	To comply with the Race Relations (Amendment) Act 2000
3.	Age	Promoting best practice in respect of Age discrimination in recruitment via the in-house Recruitment & Selection skills workshop (2005/06 DAP number: 5).	Assisting the Council & HBS to raise the awareness of Council & HBS employees to the planned Age Discrimination legislation in UK from 2006 (requirement of the Equal Treatment Framework Directive 2000/78/EC).
4.	Religion & Belief	Designed an in-house awareness-raising module on Religion & Belief Regulations 2004. Promoted and delivered in-house Religion & Belief Regulations Awareness module (2005/06 DAP number: 6).	Assist the Council & HBS to raise the awareness of their employees to the Council's Policy on Religion and Belief and the key elements of the Religion & Belief Regulations 2004.
5.	Sexual orientation	Designed an in-house awareness-raising module on Sexual Orientation Regulations 2004. Promoted and delivered in-house Sexual Orientation Regulations 2004 Awareness module (2005/06 DAP number: 7).	Assist the Council & HBS to raise the awareness of their employees to the Council's policy on Sexual Orientation and the key elements of the Sexual Orientation Regulations 2004.
6.	Sexual Orientation	Successfully prepared for the enactment of the Civil Partnerships Legislation December 5 th 2005 (2005/06 DAP number: 7).	First ceremony took place on December 31 st 2005.

No.	Objective Type	Achievement	Resulting Action
7.	Generic	All Heads of Service and next tier of management teams briefed on diversity issues – Race Equality Scheme 2005/08 and the Corporate Diversity Policy 2005 (2005/06 DAP number: 10).	Embedded and raised awareness of diversity issues across the Council.
8.	Generic	Achieved level 2 of the Equality Standard for Local Government (2005/06 DAP number: 11).	Progressing on the Equality Standard.
9.	Generic	Successfully implemented a new corporate complaints system with all level I complaints now being recorded electronically (2005/06 DAP number: 10).	Enhance Corporate Complaints monitoring processes

Objectives rolled over from 2005/06 to year II

No.	Objective Type	Objective	New 2006/08 Objective Number
1.	Gender	Assist the Council & HBS to raise the awareness of Council and HBS employees to the statutory requirements that the Council & HBS has to meet in respect of Equality and Human Rights Act 2007.	2006/08 DAP number 6
2.	Generic	Create a tile on Lotus Notes which details all Equality and Diversity issues.	2006/08 DAP number 9
3.	Generic	Record Keeping Monitoring Service Delivery.	2006/08 DAP number 16

Appendix B

List of key objectives achieved during April 2005 – March 2006

Service area	List of objectives achieved
Regeneration	<ul style="list-style-type: none"> ▪ 98% satisfaction rate with Mela held in July 2005. ▪ 'Headers and Pirouettes' for boys has taken place to encourage participation in art forms not traditionally accessed by key gender groups. ▪ Christmas Pantomime had a signer available at one of the shows. ▪ Three programming events completed in 2005/06 for older people (Kino Cinema, Silver Stars show, Tea Dances) ▪ In re-engaging disaffected young people with education Creative Partnership- Gallery TS1 delivered in 4 schools. ▪ Workshop Delivery & Project Planning (WAPPA) training workshop took place including expert tuition on diversity issues and law, 8 artists attended. ▪ 'What's On' published by the Evening Gazette regularly. ▪ All print will contain the Corporate strapline, i.e. translation. ▪ 40 teachers attended ethnic jewellery making session to develop their awareness and skills in the use of arts/culture in overcoming perceived/real barriers for diverse groups to feel part of the community. ▪ Community Cohesion Officer devised and delivered training to LSP Cluster Groups. ▪ Implementation of all BME Network report recommendations before BME Annual General Meeting held in Nov 2005. ▪ Standard diversity template provided to businesses and to be adopted as a condition of grant or other support to encourage local businesses to adopt a diversity policy. ▪ Undertaken an Equalities Impact Assessment (EIA) on the 2005 Community Strategy. ▪ Widen and deepen the reading experience of both individuals and communities. Completed 6 months early with 10 Events attended and 379+ new members gained. Target was 10 events and 60 new members. 'Extended Languages' books available for Chernobyl childrens visit. ▪ An ethnicity category was added to the online membership form and 2 events held to promote use of Global Office Software to improve customer care and increase satisfaction with the Library service. ▪ 19 staff trained on Sexual Orientation and Religion /Belief Legislation. ▪ A day was organised for 'make a noise in libraries' week – to promote CCTV reader & other services. This took place on 18th July 2005. ▪ 4 promotional sessions have been held to promote the use of the Supernova Software. ▪ 5 school placements have taken place to increase interest in librarianship as a career through school placements. ▪ Two events delivered to gain a broader understanding of Middlesbrough's African community. ▪ Developed a film project with young Asylum Seekers living in Middlesbrough. ▪ Production of a temporary exhibition looking at the lives of navy wives in the 18 century with related workshops, particularly for single parents.

Regeneration Continued...	<ul style="list-style-type: none"> ▪ Successful ‘Hammock Horrors’ sleepover’ at the Captain Cook Birthplace Museum to encourage contact with museums for children with limited access. ▪ Two temporary exhibitions took place appealing to young adults. ▪ 10 separate events completed and well attended bringing together different generations for activities and events for experience sharing. ▪ Delivered Lindisfarne Gospels exhibition showing early Christian links to Middle Easter cultural beliefs. ▪ Completed process mapping and improvement exercise jointly undertaken with Social Services and facilitated by HBS to improve service provision in accordance with ODPM good practice checklist to enable disabled residents to live independently in their homes for as long as possible. ▪ An older member of the community became a member of the Staying Put Agency Advisory Group. ▪ To review and assess the range of diverse groups involved at all levels with WMNT a database has been set up. ▪ Process now in place to link in with other groups across the town to promote Inclusion & Diversity. ▪ Organised the ‘Around the World’ multicultural event aimed at appreciating the different cultures within West Middlesbrough. ▪ To ensure ‘Communication’ methods are responsive to diverse needs key messages are in various languages such as Urdu, Punjabi – various other methods such as Braille etc are available when needed. In addition, suggestion boxes are now at 18 sites and updated regularly. Feedback sheets are displayed publicly at various sites for information. ▪ Processes now in place recognizing the views and requirements of diverse communities within Project Development. ▪ System established to monitor beneficiaries of projects and views of users.
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Service area	List of objectives achieved
Central Services	<ul style="list-style-type: none"> ▪ To positively promote local inclusivity through Citizenship Ceremonies a Customer Service Satisfaction survey completed. 175 responses from a postal survey of 500. The overall satisfaction rate in relation to ceremonies was 97.5%. ▪ Two trainees have Level I of British Sign Language to improve access services for the deaf. ▪ A procedure has been written detailing the steps needed to ensure that, upon request, any material we publish can be translated into different languages or alternative formats (e.g. large print, audio tape etc) for Scrutiny. ▪ All Scrutiny team members have received training in Race Relations (Amendment) Act 2000, DDA legislation awareness, age discrimination issues and undertaken diversity and cultural awareness courses. ▪ Processes embedded to take into account disability issues when undertaking a Scrutiny review. ▪ Ensured that new website meets the requirements of the DDA for compliance by accessibility requirements were included within the new website specification. ▪ In connection with those executive processes to which the public

<p>Central Services Continued...</p>	<p>have right of access, guidance for use within the Executive Office, a new section is being drafted into the Executive Manual for the inclusion of guidance for Diversity Issues. In addition, standard wording addressing diversity issues/access is now included on agendas for Executive Meetings.</p> <ul style="list-style-type: none"> ▪ All 9 Executive Members Office staff have completed DDA training and RRAA training. In addition, the Corporate Diversity Officer has delivered diversity training to team. ▪ Two Civil Partnership open day events held on 22-10-05 & 22-11-05 with first ceremony taking place on 31-12-05 & 15 more bookings for next 6 months. ▪ Corporate Complaints System (level I) went live in December 05. ▪ Completion of a corporate action plan from the Language Needs Research. ▪ Publication of the Race Equality Scheme and awareness raising. ▪ Publication of the Corporate Diversity Policy and awareness raising. ▪ Produced a draft Access Strategy. ▪ Level 2 of the Equality Standard declared. ▪ Diversity Stall at the Cleveland Show in July 2005, which was well attended. ▪ To ensure that all council buildings inform in the appropriate BME languages three reception areas (Town Hall, Middlesbrough House & Rede House) have Prestige Network – a telephone translation service is in place. Main external signage is in three languages. ▪ Analysis of workforce completed by Human Resources (HR) to establish current percentage ethnic minority staff. ▪ Processes are in place within HR to raise awareness of Equality & Diversity issues across the service area and to meet the statutory obligations that MBC must meet.
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Service area	List of objectives achieved
<p>Environment</p>	<ul style="list-style-type: none"> ▪ Appointment of an Assistant Road Safety Officer for 12 months to improve road safety skills and create better awareness for BME groups. ▪ Service Promises now available in 7 different languages. ▪ To improve information and access to services for BME groups, all Albert Park spring and summer leaflets advertising future events and General Park updates will be made available in English, Punjabi, Urdu, Arabic and Cantonese. ▪ All warden information leaflets have been translated into all of the widely used languages within Middlesbrough and over 5000 distributed throughout the BME community. ▪ Appointment of a BME and Asylum seeker Liaison Warden whose work has been recognised nationally. A training programme was undertaken May 05 for all wardens and warden packs have been distributed to 500 homes. ▪ Training has taken place to support ethnic food businesses in their management of food safety legislation. ▪ Worked with partners such as Healthy Living in Middlesbrough, Middlesbrough Athletics Club and Middlesbrough Swimming Club to promote participation in council facilities for ethnic minority groups. For example, delivery of a 12 x 1hr cricket-coaching program targeting ethnic minority youths. There were 15 participants aged 10-16yrs all from the BME community. ▪ Four voluntary asylum seekers wardens identified by September 2005 providing and promoting voluntary opportunities for asylum seekers.

Environment Continued...	<ul style="list-style-type: none"> ▪ System in place offering to disabled and older residents assisted collection of their wheeled refuse bin and bulky household items. ▪ Provided Ladies Only gym sessions. ▪ 100% access achieved for wheelchair users to access gravesides through paths being installed for all newly developed sections on virgin ground. ▪ Provision of a programme to encourage more disabled residents to become more active with, Breath Easy, Mental Health, Residential and GP referral sessions. ▪ Deliver two Gifted and Talented programmes attracting 12 disabled young people. ▪ Increased the number of young disabled pupils receiving specialist sports coaching / teaching in the club environment. ▪ 70 videos 'Older, Safer, Wiser', have been distributed through community groups and networks via various mechanisms targeting older persons with disabilities. ▪ Engaging young people through delivery of activities for Boro Buzz. 1741 children took part in activities including swimming, Teen Tone Zone, Martial Arts – many activities were free. ▪ Successful Sports Mela held on 16th July 2005 with approx 2,500 visitors. ▪ Development of an Environment Diversity Group. ▪ Disabled work experience person from the Shaw Trust is working two and a half days each week at Stewart Park. ▪ Systems in place to utilise team briefing to cascade information as well as use of Official Notice Boards, following review of existing arrangements. ▪ Ensuring the Diversity Action Plan is subject to self-assessment, scrutiny and audit.
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Service area	List of objectives achieved
Social Care	<ul style="list-style-type: none"> • Two mosque visits took place in Nov & Dec 05 by Independent Living Centre (ILC) representatives to raise awareness to the BME community and Faith Groups to improve accessibility to Equipment and Adaptation Services. • Adapted Direct Payments Support Services to ensure cultural sensitivity of service allowing relatives living with person needing care to be paid for support services in exceptional circumstances. Increased take up of this service from 4 to 5. ▪ Establishment of a Resettlement Officer in June 05 to help develop and implement a comprehensive resettlement programme in partnership with Housing Providers, Voluntary and STAT Agencies. ▪ Provided information on Asylum Services on the Council Web-site including a "Question Board" for Council staff to answer queries/dispel myths about Asylum Seekers and Refugees. ▪ Audited the current provision for the needs of BME service users with learning disabilities, to identify future requirements and produced an action plan to address identified service developments. ▪ Database set up to monitor number of Asylum Seekers and Refugees experiencing racial abuse/harassment. ▪ Established BME workstream of Mental Health Local Implementation Team (LIT), audited current provision/ barriers to access and produced an action plan to address identified barriers from previous 2004 audit for BME community accessing Mental Health Services.

Social Care Continued...	<ul style="list-style-type: none"> ▪ Established minimum standards for recruitment and selection of translators and interpreters and established minimum standards for recruitment and selection of translators and interpreters - all T&I staff are now trained to level II in the Community Interpreting Course. ▪ Developed a scheme with the voluntary sector – Staying Put Project - for older people to promote and maintain independence and improve accessibility to Information and Advice Services. ▪ All staff have undertaken assessment to receive training in Direct Payment to BME Communities and their carers and where eligible for service, through the Fair Access to Care (FAC) criteria, direct payments can be offered.
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Service area	List of objectives achieved
Children, Families and Learning	<ul style="list-style-type: none"> ▪ Provided English for Speakers of Other Languages (ESOL) programme for non-English speakers. The Adult Education prospectus also lists all ESOL programmes. ▪ Set up Urdu and Community Interpreters (CI) courses. ▪ Set up 10 'women only' courses to provide gender specific courses. ▪ Set up 10 'men-orientated' courses to enhance take-up of courses by men. ▪ 30 places available to provide age-related course for over 60s. ▪ Learners' Charter in place supporting all learners regardless of sexual orientation. ▪ Sure Start Middlesbrough's information available in an accessible form which will reflect the diverse culture of Middlesbrough. ▪ Increased the number of men employed in early years and childcare provision in Middlesbrough. ▪ Appointed a Family Resource Co-ordinator for children and families with disabilities in Middlesbrough – part of the Early Start Programme. • Set up a focus group of parents from different religious beliefs to ensure that the religious beliefs of families are taken into account when developing and delivering Sure Start Middlesbrough's services. • Promotional material is displayed in community facilities in 4 languages (English, Arabic, Urdu and Hindi) targeting wards with BME population to access E2E provision. ▪ Encourage increased representation of fathers on governing bodies – 3 new fathers have been recruited to the Abingdon Road Governing Body. ▪ New Management Information System (MIS) in place now to inform usage of services accessed by young people from BME groups. ▪ Produced an integration plan for young people with learning and physical disabilities. ▪ All E2E learners have new Council Equality and Diversity Policy training as part of induction programme. ▪ Grants awarded to support the following: <ul style="list-style-type: none"> • Refugees and asylum seekers • The Women's Support Network to provide support and advice to women and children experiencing rape, sexual abuse and violence • Middlesbrough Refuge to provide accommodation to women and children. ▪ Better publicity has lead to an increased the number of referrals

<p>Children, Families and Learning Continued...</p>	<p>received from minority communities, communities of interest and hard to reach groups accessing Council grants.</p> <ul style="list-style-type: none"> ▪ Increased BME community member participation in Extended Schools. Activities included consultation, planning and participation. ▪ Specific plans are in place to develop Extended Schools for children with disabilities. ▪ Racist incidents & bullying to become a priority in the 'Staying Safe' working group. ▪ The Special Educational Needs (SEN) Policy is complete and posted on MGRID and an Equality Impact Assessment has been started on the document. ▪ New guidance on Dyslexia and Autistic Spectrum Disorder produced. Both have been published, launched and well received in July 2005. ▪ Increased level of support to children with disabilities within the BME community via the establishment of a BME Carers Support Group. The South Tees Disabilities Service Plan details the actions to be taken to meet the needs determined from user survey. ▪ There are currently 83 young people at Transitional Stage. Work is ongoing to ensure their smooth transition to adult life. ▪ To ensure all buildings DDA compliant, a draft Corporate Access Strategy is available and is out for consultation. ▪ Baseline of Social Workers completed in line with the recruitment and retention of Social Workers aged 25-35. ▪ Programme of workshops and Child Protection sessions completed to increase child protection awareness across all faith groups. ▪ Support to gay/lesbian carers and adopters established. ▪ Redefined the three current services – Ethnic Minority, Traveller & Refugee and Asylum Seeker pupils, families and their schools - for the focused pupils into an overarching Minority Inclusion Service with a new service manager. ▪ Supporting the inclusion of Minority Ethnic young people into mainstream through the Middlesbrough Welcome Project & Middlesbrough Inclusion Project. ▪ To improve the quality of data available on the attainment of pupils from BME groups, individual pupil projections are produced for every pupil in Year 3 and above. ▪ New appointment has taken place of an ethnic minority governor onto Newport Primary School encouraging local representation on governing bodies to match local diversity profile. ▪ Increased the uptake of halal meat in schools and increased salad bar choices to accommodate religion/belief objective. ▪ Launch of food in schools toolkit to assist Unit Supervisors and Healthy School Co-coordinators helping with obesity strategy and councils healthy schools projects. ▪ Maintaining annual profile of service users for Study Support - monitoring now brought in line with academic year. ▪ One BME panel member appointed, trained and in place increasing BME representation on appeal panels. ▪ All SEN children are a top priority for school places and obtain their school of choice. ▪ Children looked after achieve preference in obtaining school places. ▪ DDA surveys in schools complete – each school is putting in place DDA Action Plans.
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Service area	List of objectives achieved
HBS	<ul style="list-style-type: none"> ▪ Signs in place in a variety of languages in Middlesbrough House. ▪ Prestige Network (telephone translation service) is in place in Middlesbrough House, Town Hall and Rede House. ▪ To encourage staff to train in BSL to level 2, all 500 staff have completed a skills audit. An officer is in place to pull together a skills matrix of those staff. ▪ New policy for Age, Gender, Religion or Belief and Work/Life Balance disseminated throughout customer services via Lotus Notes tile. ▪ All Customer Services' managers have attended diversity training. ▪ To ensure that all service users are aware of the services provided, display literature provided by the Council is in different languages & large print to ensure accessibility. ▪ Continuing to develop and implement new initiatives with particular attention to higher graded posts to improve workforce profile to reflect the makeup of BME community in Middlesbrough. ▪ Formation of three new employee focus groups; for gay & lesbian employees, disabled employees and BME employees. ▪ Designed an in-house awareness-raising module on Religion or Belief Regulations. Module being rolled out. ▪ Completed a Council-wide Induction Evaluation project for the HR Client. Reviewed the 2 levels of Induction in MBC: a) the Corporate Induction and b) Service Level Induction checklists (plus the Guidance for Managers). 500 staff and 100 managers were contacted for feedback on how the induction process works in their Service Area. Heads of Service now looking at the feedback received for their Service Area to plan future actions to improve induction for new starters. ▪ Completion of a Manager's Induction Programme to raise awareness to key employment and diversity policies and procedures. ▪ Designed an in-house awareness-raising module on Sexual Orientation Regulations. Module being rolled out. ▪ Completion of Skills Training programme, by specialist provider, for nominated first contact officers for Harassment, Bullying and Discrimination.

APPENDIX C

List of diversity objectives for April 2006 – March 2008

Regeneration	List of objectives for 2006-2008
Cultural Services	<ul style="list-style-type: none"> • To deliver a programme of high quality, diverse events and projects. • To involve diverse communities in future planning. • To encourage people from diverse communities to participate in Arts Development projects. • To host performances about BME issues and/or include largely BME cast/crews and to encourage wider community ownership of venues. • To showcase female artists and cultural practitioners. • Encourage people with disabilities to access cultural activities, including performances at the Theatre and Town Hall. • Encourage carers to visit the Town Hall and Theatre with the person(s) they're caring for. • Provide shows that cater for those who are hearing impaired. • To ensure that all staff have appropriate understanding / training, regarding disability issues, in line with corporate policy. • To offer advice for the development of and specific cultural opportunities for older people. • To re-engage disaffected young people by raising attainment, aspirations and employability. • To encourage access from young people who have little / no arts opportunities – especially young people in care. • Service area to have diversity 'champions' that have a good understanding of issues relating to Sexual Orientation. • To assist in increasing awareness of equality issues with artists working locally. • Promote equal access to information at the Tourist Information Centre and Box Office. • To develop the awareness and skills of teachers and face-to-face workers, in the use of arts/culture in overcoming perceived/real barriers for diverse groups. • Staff to understand the importance of diversity and equality.
Economic and Community Regeneration.	<ul style="list-style-type: none"> • Service areas to understand the importance of diversity and equality. • Service to have a Diversity Action Plan (DAP) that is relevant, practical and useful. • Coordinating the Corporate Diversity Policy with service level Diversity Action Plan. • Community, stakeholders and staff to be aware of the Diversity Action Plan (DAP). • To ensure all new and revised documentation and policies do not discriminate. • Contractors to meet the equality criteria as set out in the Middlesbrough Council Diversity Policy. • Service areas to strengthen understanding of sexual orientation issues to inform future policy activity/ development. • Raise awareness of diversity issues among Community Councils, Community Groups, Community Centre Management Committees and key individuals. • Fulfil the service's role leading on outward facing issues for the Council.

Economic and Community Regeneration Continued...	<ul style="list-style-type: none"> • Encourage local businesses to adopt a diversity policy. • To ensure all key documents can be made available upon request in a range of different formats and languages.
Libraries	<ul style="list-style-type: none"> • Widen and deepen the reading experience of both individuals and communities. • Improve access to information and learning resources in support of e-government targets. • Improve customer care to increase satisfaction with service.
Museums and Galleries	<ul style="list-style-type: none"> • Ensure equality of opportunity for exhibiting artists and a culturally diverse programme. • Improved access to museums and galleries. • To ensure that mima is compliant with DDA criteria. • Monitor number of disabled groups accessing educational services. • Develop a programme of volunteering by over 50s age group. • Seek funding to develop the youth audience (14-25). • Ensure all key documents can be made available upon request in a range of different formats and languages. • Develop museum audiences among hard to reach communities.
Planning, Regeneration and Housing Programmes.	<ul style="list-style-type: none"> • To ensure that the services provided by the Housing Assistance Team are accessible by all members of the community. • Reduce the number of homelessness acceptances that are due to domestic violence against women. • To ensure public areas and meeting rooms meet the requirements of the Disability Discrimination Act. Also to include adaptations for those with visual impairment. • To improve service provision in accordance with ODPM good practice checklist to enable disabled residents to live independently in there homes for as long as possible. • To improve the provision of temporary accommodation for disabled homeless persons/families (including wheelchair accessible). • Increase the number of over 25 year old non-statutory homeless single person/couples receiving housing advice and assistance. • Alter the perception that Homelessness and Housing Services are only available for younger applicants (under 25years). • Service area to have diversity 'champions' who have a good understanding of issues relating to sexual orientation. • Service area to have diversity 'champions' who have a good understanding of issues relating to religion & beliefs. • Ensure that engagement takes place with Middlesbrough's diverse population in the production of the new Local Development Framework. • Monitor Erimus activity to ensure that Homelessness and Advice Services are provided in accordance with Middlesbrough Council's Diversity Policy, • Plan, deliver and review consultation processes to ensure that diversity and equality issues are recognised, e.g. Housing Strategy Housing Master Planning projects. • Review and, if necessary, develop new working practices, including Erimus and other Registered Social Landlords, to establish household disability needs in relation to planning new build housing development. • Service areas to understand the importance of diversity and equality.

Planning, Regeneration and Housing Programmes Continued...	<ul style="list-style-type: none"> • Ensure all key documents can be made available upon request in a range of different formats. • Ensure that the service circulates the Diversity Action Plan to interested parties. • Consult with interested parties on the Diversity Action Plan. • All contractors to meet the equality criteria as set out in Middlesbrough Council's Diversity Policy. • To ensure all new and revised documentation and policies do not discriminate against anybody.
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Central Services	List of objectives for 2006-2008
Legal and Democratic	<ul style="list-style-type: none"> • Increase ethnic voters awareness of elections and electoral registration. • Provide information on Registration Services in other languages. • Cater for Muslim burials within 24 hrs. • Increase participation in local democracy through postal voting. • Increase Members awareness and develop political and community leadership skills. • Improve access to services/building in accordance with DDA requirements.
Scrutiny and Support	<ul style="list-style-type: none"> • To ensure that the team have an awareness of age discrimination issues.
Partnership, Strategy and Information Team	<ul style="list-style-type: none"> • Implement action plan from the Language Needs research.
Executive Office	<ul style="list-style-type: none"> • Ensure awareness of diversity policies and practices by establishing an information system to be contained within the team library.
Performance Management and Diversity	<ul style="list-style-type: none"> • Racist Incident reporting within the Council. • Meet the requirements of the Race Relations (Amendment) Act 2000. • Produce a Disability Equality Scheme (DES) in line with the Disability Discrimination Act 2005. • Produce a Gender Equality Scheme to meet the requirements of the Equality & Human Rights Act 2007. • Produce policies and procedures in relation to the Employment Equality (Age) Regulations 2006 with regard to employment and training. • Develop a Lotus Notes Diversity Tile containing all 'Diversity' relevant information. • Review the current Corporate Diversity Policy 2005. • To move to level three of the Equality Standard for Local Government. • Training – to ensure staff are trained in equality & diversity.
HR Client	<ul style="list-style-type: none"> • Examine the resource implications of becoming a 'Stonewall' Champion Employer for gay, lesbian and bisexual people. • Implement positive action initiatives so the workforce more accurately reflects the BME and disabled communities within Middlesbrough.
Strategic Resources	<ul style="list-style-type: none"> • Achieve BV156 with 50% (min) of council buildings open to the public in which all public areas are suitable and accessible to disabled people. • 50% of council buildings that are open to the public have managed solutions implemented to meet DDA requirements. • Offer optional training for relevant staff, to raise awareness in a range Equality and Diversity training/briefing sessions available corporately.

Environment	List of objectives for 2006-2008
Community Protection	<ul style="list-style-type: none"> • Increase the number of residents from the BME community who can access improved warmth. • Improved impact and understanding of Community Safety messages. • Increase the number of Asylum Seekers volunteering for Community Safety work. • Improve marketing initiatives to encourage more participation by Middlesbrough BME communities in Sport & Leisure activities. • Deliver physical activity sessions that are appropriate and accessible to ethnic minority communities. • Enable two BME citizens to undertake athletics coaching or officiating awards and become involved in activity delivery at Clairville Stadium. • Encourage more disabled people to be more active more often. • Provide holiday activity programmes for disabled young people. • Increase the number of young disabled pupils receiving specialist sports coaching / teaching in the club environment. • Improve Community Safety for Disabled Residents - encourage disabled residents to take part in resident patrols. • Improve Community Safety for Disabled Residents - increase awareness of Community Safety initiatives to the hearing impaired. • Improve Community Safety for Disabled Residents - encourage residents on incapacity benefit to volunteer for Community Safety work. • Encourage young people to be involved in Community Safety projects. • Encourage retired people to be involved in Community Safety projects. • Encourage older people to use public transport. • Increase the participation of students in Community Safety voluntary work. • Improve mobility for older people / disabled groups. • Encourage more young people to participate in coached sports activities. • Increase the number of children taught to swim. • Encourage more young people to swim more often. • Utilise Big Lottery Funding to support Looked After Children. • Encourage full-time mothers to volunteer for Community Safety work. • Improve upon our Bereavement Service to ensure it caters more effectively to requests made by the BME communities.
Street Scene Services	<ul style="list-style-type: none"> • Increase participation of Asian Women in community activities. • Encourage a wide range of Middlesbrough residents to become more involved in horticultural training & initiatives. • Encourage more residents to take up outdoor activity by making our services more accessible. • Increase awareness and provide support to help promote BME religious festivals.
Transport and Design Services	<ul style="list-style-type: none"> • Ensure our services are more accessible to BME communities. • Increase the awareness of Road Safety issues within the BME communities. • Increase the number of 'on street' disabled parking bays within the town centre.
Sport and Leisure	<ul style="list-style-type: none"> • To increase awareness and encourage participation of sporting activities for BME communities.

All areas	<ul style="list-style-type: none"> • Continue to incorporate diversity into the Corporate Appraisal Scheme as it continues to be rolled out to all three service areas. • Ensure that standard Diversity Item included in team brief contains 'quality' information for all staff. • Identify key officers throughout Environment to undertake corporate (externally facilitated) training in respect of Impact Assessment. • DAP to be taken to Scrutiny and Members briefed.
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Social Care	List of objectives for 2006-2008
Physical Disabilities and Older People Service	<ul style="list-style-type: none"> • Improve accessibility to Equipment and Adaptation Services for BME Communities. • To examine options for service redesign of Middlesbrough Deaf Centre. • Promote Equal Opportunities and encourage service user participation in the modernisation of services. • Improve accessibility to Information and Advice Services for people with physical disability in order to promote and maintain independence.
Learning Disabilities and Mental Health	<ul style="list-style-type: none"> • Increase choice and flexibility of services to members of BME Communities and their carers through use of Direct Payments. • Provide culturally sensitive services to meet the needs of BME service users with Learning Disabilities. • Improve accessibility to Mental Health services by members of the BME community. • Improve accessibility to diagnostic, treatment and support services for older people who have mental health problems. • Improve accessibility to employment through supported training and future education for people with mental health problems. • Improve accessibility to employment, training, work placements and voluntary work for people with Learning Disabilities. • Improve accessibility to supported housing for people who are substance abusers. • Provide a comprehensive Refugee "Move On" Policy.
Performance and Planning Unit	<ul style="list-style-type: none"> • Increase participation of members of the BME community in consultation on social care policies, and service developments. • Raise awareness of the Welfare Rights Units (WRU). • Improve ethnicity record keeping monitoring service. • Maximise benefit income for people in the community who need it. • Compliance with Race Relations Act 2001 requirements in relation to contracting. • Ensuring supported housing provision is accessible and culturally sensitive. • To provide a more pro-active, responsive warden service in respect of BME issues. • Improve social inclusion and understanding of issues relating to asylum seekers. • Raise awareness amongst blind residents of the wardens'.
Translation and Interpretation Unit	<ul style="list-style-type: none"> • Provide a high quality Translation and Interpreting (T&I) service.
All areas	<ul style="list-style-type: none"> • Incorporate Equalities and Diversity Training in Workforce Development Programme for all Social Care staff.

Children, Families and Learning	List of objectives for 2006-2008
Community Education – Adult Education	<ul style="list-style-type: none"> • Provide English for Speakers of Other Languages (ESOL) programme for non-English speakers. • Provide Citizenship courses. • Provide DDA training for support for Students with Learning Difficulties and/or Disabilities (SLDD) and complex needs. • Support learners with disability across Adult and Community Learning (ACL) provision. • Provide gender specific courses. • Enhance uptake on courses by men. • Provide age-related course for over 60's • Provide learners charter supporting all learners regardless of sexual orientation.
Community Education – Sure Start	<ul style="list-style-type: none"> • Development of support and information services for refugee and asylum seeker families. • Develop ways in which fathers are actively involved in the parenting role. • Provide support for childcare and early years provision offering opportunities for integrated play and early years education. • Information on Sure Start Middlesbrough will reflect the diverse culture of Middlesbrough. • Development of support and information services for BME community, refugee and asylum seeker families. • Increase the number of men employed in early years and childcare provision in Middlesbrough. • Develop ways in which fathers are actively involved in the parenting role. • Ensure that Sure Start Middlesbrough offers equal opportunities for employment in childcare regardless of age. • Ensure that Children's Centre services are available to grandparents who may be acting as primary carers. • Ensure that the different religious beliefs of children attending Sure Start Middlesbrough's services are celebrated in an appropriate manner.

Community Education – Youth Service	<ul style="list-style-type: none"> • Ensure the promotion of race relations. • Implement database to record use of service by young people with disabilities. • Staff involved with recruitment to undergo religion/belief and sexual orientation training. • Support young people with disabilities to access the service. • Raise awareness of diversity issues with young people. • 25% of front line resource allocation to targeted work.
Community Education – Grants and Voluntary Sector Liaison	<ul style="list-style-type: none"> • Support to BME voluntary sector organisations. • Support to Refugees and Asylum Seekers. • Support to Asian Women. • Support to BME young people. • Support voluntary sector organisations offering services to the disabled community. • Support to women's and girls experiencing rape, sexual abuse and violence. • Support to women and children experiencing domestic violence. • Introduction of the Council's Diversity and Equalities Policy to the Voluntary/Community sector.
Community Education – Extended Schools	<ul style="list-style-type: none"> • Ensure that children/ adults with disabilities are included in all aspects of planning/ delivering of Extended Schools. • Monitor age profile of community involvement. • New staff supportive of diversity agenda. • Increase staff awareness of diversity issues.
Pupil Support	<ul style="list-style-type: none"> • Undertake Equality Impact Assessment of SEN Policy and amend if necessary. • Make available deaf awareness training to all service areas with Children, Families and Learning. • Work with all agencies to improve outcomes for pregnant schoolgirls and young mothers. • Analyse impact of religious days of observance on school attendance to inform future target setting (for absence) in Middlesbrough schools.
Vulnerable Children	<ul style="list-style-type: none"> • Increase number of BME foster placements available. • Ensure BME parents, who have a 'disabled child centred plan' have access to the transitions service. • Increase options of support identification of resources. • Increase work with fathers. • Development of 'succession for training' for social workers. • Produce 2006/07 timetable for impact assessment of policies. • Training for relevant staff and managers on impact assessment.
School Improvement	<ul style="list-style-type: none"> • To support the inclusion of Minority Ethnic young people into mainstream services (Schools, Youth Service, Out of School and Holiday Activities, signposting to other services) through the Middlesbrough Welcome Project (MWP) and Middlesbrough Inclusion Project (MIP). • Ensure that all vulnerable learners feel safe from bullying, racism or other forms of discrimination and are fully confident that they can gain strong support from school staff. • Ensure that all vulnerable learners can access and contribute to out of school and community activities. • To improve the achievement of ethnic minority boys in Literacy in Key

School Improvement Continued...	<p>Stages 1 to 3.</p> <ul style="list-style-type: none"> • Raise staff awareness of equality and diversity issues. • To improve the achievement of vulnerable learners 14-16 (Ethnic Minority, Travellers, Refugees/ Asylum Seekers, boys, underachievers, children looked after). • Improve the achievement overall of specific groups – ethnic minority (particularly Pakistani origin and ethnic minority boys), travellers, refugees, looked after and those with SEN.
Capital and Assets - Asset Management	<ul style="list-style-type: none"> • Building Schools for the Future (BSF) and Primary Review Consultation processes to engage with diverse groups to ensure that solutions are fully inclusive. • Reduce barriers to accessing school buildings. Complete agreed programme of DDA Projects through Access Initiative. • Use of Council Disabilities Focus Group for Design Projects and consultation. • Produce three year Children, Families & Learning Access Strategies. • Ensure that policies and strategies are fully inclusive through the integration of Equality Impact Assessments into reporting processes. • Ensure that contracts and Partnerships are compliant with Council's Equalities Policy. • Improve support for service users with English as an Additional Language (EAL) and visual impairments
Capital and Assets - Study Support	<ul style="list-style-type: none"> • Encourage participation of BME community members at Spaces for Sport & Arts. • Encourage participation of disabled people in Spaces for Sports & Arts. • Support schools in targeting Out of Hours Learning (OOHL) provision to diverse groups: BME, Disabled children and SEN.
Policy and Resources	<ul style="list-style-type: none"> • Encourage local representation on Governing Bodies to match local diversity profile. • Improve response rate of ethnic minorities when consulting on service developments/ delivery. • Encourage participation of people with disabilities onto governing bodies. • Ensure Middlesbrough Teaching & Learning Centre (MTLC) provides facilities which are fully compliant with DDA. • Encourage increased representation of fathers on governing bodies. • Inclusion of Council's Diversity and Equalities Policy into Governor Recruitment and Retention Policy. • Staff profile of Policy & Resources division reflects the local population's diversity.

HBS	List of objectives for 2006-2008
Customer Services	<ul style="list-style-type: none"> • To encourage staff to level 2 in British Sign Language (BSL) to improve services for the disabled community. • To provide staff with appropriate diversity related training.
Human Resources	<ul style="list-style-type: none"> • Continue to develop and implement new initiatives with particular attention to higher graded posts in order to improve the workforce profile to reflect the makeup of the BME community in Middlesbrough. • To comply with new legislation in relation to maternity. • To comply with legislation relating to Age Discrimination. • To comply with new legislation in relation to maternity. • Council Employees Focus group to be self-sustaining to help increase the effectiveness of the Council's Diversity strategy. • A Workers Carers group has been established. The group will become part of the formal consultation mechanisms of the Council in the same way as the Employee Focus Groups. • To ensure the Council has effective support mechanisms in place for tackling harassment, bullying and discrimination against employees.
Training and Development	<ul style="list-style-type: none"> • Assist the Council & HBS to raise the awareness of employees to the Council's Disability Equality Scheme (DES) in line with the Disability Discrimination Act 2005. • Assist the Council & HBS to raise the awareness of employees to the Council's Gender Equality Scheme (GES) to meet the requirements of the Equality & Human Rights Act 2007. • Assist the Council & HBS to raise the awareness of employees to the policies and procedures in relation to the Employment Equality (Age) Regulations 2006 with regard to employment and training. • Review the effectiveness of the Council's approach to the Induction of new employees to the Council.