

THEME	SUBJECT	TASK NUMBER	TASK	DETAILS	RESPONSIBLE	DEPENDANCIES	DUE DATE
1. Understanding and working with our communities	Collect, Share, Analyse and use data and Information	1.1	Collect equality data in a standard way across the council from external sources				
		1.2	Introduce a comprehensive data management strategy across all Council systems.				
		1.3	Develop a comprehensive whole organisation roadmap and data management strategy.				
		1.4	Develop an innovative strategy which brings sources of data together to form an overall view of participation in public life as a whole.				
		1.5	Review training needs for officers and members for completing and understanding Equality Impact Assessments.				
	Effective Community Engagement & Relations	1.6	Develop a strategic and imaginative plan to engage with all community groups within the council district, and use this to aid and inform the development of all other communication strategies moving forward.				
		1.7	Develop the skills of all staff in improving community relations.				
		1.8	Develop how we balance the depth of relationship and trust built by individuals whilst also creating resilience beyond individuals				
		1.9	Further develop our feedback loop from communities to capture whether communities feel the right mechanisms are in place for them to feel comfortable sharing the views and participating.				
		1.10	Simplify the process and increase public awareness of how community groups can hold public events within the city.				
2. Leadership and Organisational Commitment	Leadership	2.1	Develop and implement a regular forum between the council and diverse community groups to discuss current and future council plans, issues of concern and major infrastructure projects				
		2.2	Co-develop a shared Peterborough vision of equality which all partners and community/voluntary sector organisations sign up to				
		2.3	Co-develop a city wide action plan for the council and its partners to meet joint equality objectives				
		2.4	Develop comprehensive service plans that incorporate EDI				
		2.5	Incorporate EDI Outcomes for all teams within the Our Conversations process				
		2.6	Develop Member and Officer training for using equality impact assessments in decision making				
3. Responsive Services and Customer Care		3.1	Review commissioned services to ensure that they are able to report on diversity outputs/outcomes				
		3.2	Review current and future contracts to ensure that equality statements are included				
		3.3	Commissioners review diversity reporting and provide challenge to providers				
		3.4	Diverse communities are consulted prior to capital and infrastructure projects being commissioned and their views are taken into account during the design phase				
		3.5	Review staff training needs with respect to EDI and develop appropriate training to address any development areas				
		3.6	All service area to have service plans with clear EDI objectives				
	Improve the diversity of the council's workforce	4.1	Develop a strategy to engage with and attract candidates from our communities by engaging with local community groups and delivering a recruitment plan that will deliver greater diversity by monitoring at all stages.				
		4.2	Implement a succession planning system which will provide better data to enable us to monitor the progression of protected groups.				
		4.3	Encourage staff to complete equality data on the MyView system				
		4.4	Monitor, analyse and publish employment data in accordance with our statutory and non-statutory duties ie Equality Monitoring Report and Ethnicity Pay Gap.				
		4.5	Review and implement changes to our access routes to applying for work with the Council, including information on support and guidance available including the Council's Disability Confident status, information on diversity and links to the Equality Strategy				

4. Diverse and Engaged Workforce	To further eliminate bullying and harassment at all levels of the organisation and identify any potential areas of inequality.	4.6	Introduce designated contacts to report instances of inappropriate behaviour
		4.7	Guidance to be developed for people to support those raising complaints (colleague or companions).
		4.8	Compile a report every XX months to highlight the number of contacts made and a summary of the feedback where it is received.
		4.9	Review the possibility of using Stay Interviews rather than Exit Interviews
		4.10	Review the exit questionnaire, specifically questions regarding equality
		4.11	A report on data around exit questionnaires can be reported every 6 months, highlighting any trends and exceptional issues relating to equality and diversity.
	Employees are treated equitably and are fully supported in the workplace	4.12	Review all policies such as Religious Diversity at Work; Ensure that all policies have an EIA; Provide clear and concise summary documents that signpost manager and employees to more indepth information
		4.13	Review how we promote information on cultural celebrations
		4.14	Review the current EIA process and documents. Explore moving form to an electronic format
		4.15	Develop mandatory core E&D training and supplement this with additional, optional modules
		4.16	Develop additional manager specific learning
		4.17	Facilitate the creation of a Staff EDI Network
		4.18	Review how the council supports staff undergoing life changing events such as breavement, disability or the menopause