

Cambridge City Council Equalities Action Plan 2010-2011

This plan sets out the strategic actions that the City Council will be undertaking over the coming year to advance its equalities agenda. The areas of focus for 2010-2011 have been identified from our recent Equalities Impact Assessments or are in response to recent legislation. Much of our equalities work is now embedded in our day-to-day service delivery and employment practice, and details of individual projects and actions will be contained within service plans and team and individual objectives.

Progress against this plan will be monitored and reviewed after six months with a final progress update feeding into the Annual Equality Review for 2011.

Aim	Areas of Focus for 2010-2011	Outcome	Lead Dept(s)	Timescale	March 2011 Update
1. City Council to adopt the Cambridgeshire Inequalities Charter	Integration of the Charter's principles within the city's service planning and delivery processes.	The council and its partners take a holistic approach to reducing inequalities, which includes shifting resources, better joined up working and working with communities to ensure that services are shaped around their needs.	All	Adoption of Charter October 2010 Integration of principles June 2010	
2. To continue to work to improve access to and take-up of council services.	Gypsies and Travellers (800 th anniversary of Midsummer Fair) Financially excluded (impact of national deficit reduction and reduced local public service spending)	All those who want or need council services know how and are able to request or access them.	All	August 2011	

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3.To develop an improved level of understanding of our communities and their needs through research, data gathering and equality mapping	Gypsies and Travellers (across all service areas)	The Council is able to provide appropriate and good quality services that meet the needs of the City's different communities.	All	August 2011	
4.To improve community engagement in the development and delivery of services.	Development of role of Area Committees Effectively engaging young people and older people.	Communities are enabled to play a bigger part in the decisions that affect their lives and can choose to participate in the delivery of those services that are important to them.	Customer and Community/ Environment/ Corporate Strategy	Pilot new arrangements from April 2011 August 2011	
5. To ensure that people from different backgrounds living in the city continue to get on well together.	Black, Asian and Minority Ethnic Communities Migrant communities Faith communities Disabled people Financially excluded	Despite challenging economic times social cohesion remains strong within the city.	Customer and Community/ Corporate Strategy	August 2011	
6.To ensure that the City Council is able to comply with the provisions of the Equality Act 2010 as they are implemented.	All nine groups covered by the legislation. The legislation will be implemented in three phases.	The City Council is able to demonstrate good practice in compliance with the provisions of the Equality Act 2010	Corporate Strategy/ Human Resources	October 2010 April 2011 April 2012	

Aim/Action	Areas of Focus for 2010-2011	Outcome	Lead Dept(s)	Timescale	March 2011 Update
7.To ensure that the City Council's employment policies and practices are non-discriminatory and compliant with equalities legislation	Implementation of actions arising from recently completed EqIAs of employment policies.	Employment policies are compliant with equalities legislation and actively promote good relations between Council staff.	Resources	March 2011	
8.To work towards a more representative workforce within the City Council	Young people People with disabilities Black and Minority Ethnic Communities (especially the Chinese community)	To increase the representation of all three groups within the City Council's workforce. - Our target for BME as a percentage of the workforce for 2010/11 is 7.5% (currently 7.12% by March 2010). - Our target for disabled staff as a percentage of the workforce 2010/11 is 4.5% (currently 3.99% by March 2010).	Resources	2010/11	