

**West Dunbartonshire Council**  
**Equality and Diversity Strategy Action Plan 2006-2007**

**Equalities Policies**

	<b>Action</b>	<b>Measure</b>	<b>Timescale</b>	<b>Resources</b>	<b>Responsibility</b>
<b>1</b>	Review and update the Equality and Diversity Strategy to reflect new legislation	New Equality and Diversity Strategy published	April 2007 – November 2007	Within current budgets	Policy Unit
<b>2</b>	Develop equality policies and action plans in relation to gender, sexual orientation, religion and belief, and age in line with guidance.	Completion of schemes – and approval where relevant	Various – some to be advised	Within current budgets	Policy Unit  Personnel Services (for employment based policies)
<b>2.1</b>	Develop Gender Equality Scheme	Gender Equality Scheme published	April 2007	Within current budgets	Policy Unit

**Leadership Structure**

	<b>Action</b>	<b>Measure</b>	<b>Timescale</b>	<b>Resources</b>	<b>Responsibility</b>
<b>4</b>	Consideration to be given to development of working groups in further equalities strands.	Decision on action	In line with action 2 above	To be determined	Policy Unit
<b>4.1</b>	Expand Race Equality Working Group to include Gender issues				Equality & Diversity Working Group  Other relevant services / agencies

### Standard Approaches

	<b>Action</b>	<b>Measure</b>	<b>Timescale</b>	<b>Resources</b>	<b>Responsibility</b>
<b>5</b>	All of the Council's equality strategies will reflect consultation and involvement with the community and / or its workforce.	Evidence of consultation	See 2 above	To be determined	Policy Unit  Personnel Services (for employment based policies)
<b>6</b>	The objectives and actions required to promote equality of service should be identified in IIA and review processes and recorded appropriately.	Actions inserted in plans, with relevant measures & targets	See 2 above	Within current budgets	Policy Unit  Personnel Services (for employment based policies)  Relevant Services
<b>7</b>	Equality strategies will include the monitoring of key measures of performance.	Results of monitoring	See 2 above	Within current budgets	See 5 above
<b>8</b>	Services will be supported to include an assessment of equality impact and links will be developed to Best Value Review processes	Recorded input to reviews	As per reviews	Within current budgets	Review teams  Policy Unit
<b>9</b>	The Council's approach to each of the equality strands will include public performance reporting.	Production of reports	Annual – to tie in with corporate PPR	Within current budgets	Policy Unit

### Cross-cutting Approaches

	<b>Action</b>	<b>Measure</b>	<b>Timescale</b>	<b>Resources</b>	<b>Responsibility</b>
<b>10</b>	Develop an equalities training strategy.	Agreed strategy	2006/7	To be determined	Positive Employment Forum
<b>11</b>	The impact of 'Communicating Effectively' will be monitored, and consideration given to whether the guidance should be adopted as Council policy.	Evidence of implementation of 'CE', e.g. no. of docs produced in different formats and languages, Language Line usage, use of BSL and community language interpreters and translators etc	2006/7	Within current budgets	Policy Unit  Equality & Diversity Working Group
<b>12</b>	Communicating Effectively will be extended to address other equalities strands, with the inclusion of guidance on appropriate language.	Agenda / minute of EDWG	In line with development of equality policies	Within current budgets	Policy Unit  Equality & Diversity Working Group
<b>13</b>	Continue the development and extend the use of integrated impact assessment, incorporating of including from DRC and EOC	Completed IIA guidance. Application to 'pilot' policies	2006/7	Within current budgets	Policy Unit  Relevant Services
<b>14</b>	Report on Council achievement across all strands of equality.	Reports and events	Continuing	To be determined	Policy Unit Spokesperson on Equality & Diversity Public Relations Section