

East Devon District Council

Integrated Equality Scheme Statement and Policy

Reviewed

February 2010

Policy Number

-

Policy Approval

Background and legal requirements -

From 2002 the Council has had a positive duty to promote Race Equality and produce a Race Equality scheme. From 2005 there has also been a duty to promote disability equality via a Disability Equality scheme and from 2006, under the Equality Act, to produce an Equality Scheme which includes/takes into account Gender, Age and Religion.

Requirements of the schemes -

All of the schemes have a requirement to promote equal opportunity and challenge discrimination and have much in common. There are however some detailed specific duties in relation to the different strands.

Policy Statement

East Devon District Council aspires to improving its performance against the Equality Framework for Local Government (it is currently is seeking to meet the 'Achieving' standard). It has an Equalities and Diversity Policy setting out its approach and basic stance. As part of its approach it of course embraces the Equality Duty to provide a Single Equality scheme under the Equality Act 2010.

This policy seeks to combine and integrate the previous schemes and statements on Race, gender and disability into one consistent document and action plan, with other equality diversity strands. The Equalities Bill also places a duty on EDDC to incorporate not only the above strands but also religion/belief, sexual orientation, lesbian, gay, bisexual, and transgender (LGBT). There is also a new emphasis on socio economic needs and for pregnant mothers, and for mothers with young children who are breast feeding. The latter don't need separate statements of intent from EDDC as they are covered by statements on gender equality.

The Council values all people regardless of gender (including transgender) ability, race/ethnicity, religion or belief, sexual orientation, age or socio economic status. This includes people in its employ, its community and visitors to the area.

52.83% of our East Devon population are female. 49% of our employees are female, 36% of Corporate Management Team are female. The age profile of East Devon is much older than the England average. We have low minority ethnicity (0.7%) amongst our permanent residents though migrant workers are now prevalent. The number of people registered as disabled is 20.3%, and sexuality is likely to be as diverse as elsewhere. (See Appendix for more data).

We must ensure that all people have their needs fairly met, which means recognising their diverse needs equally. Where it is proportionate and reasonable to do so we must make particular arrangements for people from all sections of the community, to ensure equality.

We must of course ensure that any unlawful discrimination against people of all types is prevented within the Council, and where possible within the community. Similarly we will not tolerate harassment and will work with our partners to eliminate discrimination. We will ensure we promote positive attitudes towards all types of people, residents and visitors to East Devon.

The Macpherson principles of institutional racism, where organisations' processes and procedures unwittingly disadvantage some groups (and/or create other forms of prejudice) must also be avoided, so that there is nothing in terms of prejudice or discrimination against people both in terms of racism or in the other equalities strands.

Evidently some individuals may fall into several of the groups covered by legislation. The Council's Equality policy wishes to address such multiple issues.

Safeguarding people who fall within legally defined groups, against whom discrimination is unlawful, forms some of the issues the Council needs to work on in this area. We also face particular issues of disadvantage for those experiencing rural isolation. Our ambition and commitment is to deal with every customer and employee as an individual with their own particular needs.

The Council's Commitment

East Devon District Council does not, and will not, tolerate prejudice in any form and will strive to eliminate this and any inequalities that arise from differences and imposed or chosen roles. The Council is keen to ensure that no person is disadvantaged by their personal needs, beliefs, character or circumstances from receiving appropriate services and information from the Council. The Equality scheme statement and policy applies to every Member and officer of the Council and to everyone contracted or commissioned to provide services on the Council's behalf. The Council's duties to promote equality, also relate to our contractors and partners. We will also act as advocate for equalities issues in our wider community. This attention to customer excellence is one of our key priorities as a Council and at the heart of what we do.

Breaches of the Council's Equality duty would be subject to consideration under employee disciplinary processes, Members' Standards Committee, and contractual terms, as well as, potentially, as criminals etc.

How we will tackle the issue

Our Action Plan is in the Appendices to this document.

Consultation

Involving people of all types in informing the scheme, policy and impacts of it

The Council actively seeks the views of people and has sought to recognise these in drawing up the scheme statement and policy (which itself has also gone out to consultation).

Consultation and research, which seeks or identifies differences in service, or which seeks the views of people of all types about Council services and approaches includes:-

- Gender split of staff, by occupational group
- Tenant profiling
- Review of hate crime and domestic violence information
- Common Ground – review
- Request for equalities issues via householder newsletter and in staff newsletter
- Review of training update
- 'Social inclusion checklist'
- Information from Devon Equality groups
- Differences in 'Place Survey'
- Information from Census
- 'Speak Now' panel survey

- Housing Register data
- External Forum representing different equalities strands
- Race Equality Focus Group
- Customer satisfaction surveys
- Youth survey data
- Transport survey data
- Play strategy survey
- Access surveys
- Neighbourhood Assessments/PACT work

Gathering further information from consultation and research

- We will be undertaking further Equality Impact Assessments on all future policies and major service changes.
- The Council will seek to continue to work to identify shortfalls in good practice against similar authorities through comparator data, benchmarking, and published good practice.
- The Council will further use information at its disposal including Place Survey data, data on employment, housing needs and census data to help inform its approach.
- The Council will work in partnership with our newly formed external (quarterly) Equality Forum to provide an independent source of information and advice.
- The Council will work with our partners to assist and inform EDDC on issues via informal routes.
- We will actively seek customer satisfaction survey data, and review formal complaints relating to equality issues.
- We will be continuing work as part of a Devon -wide equalities consortium.
- We will be integrating Equalities review work into “systems thinking” reviews.
- We will be undertaking reviews as part of the ‘Achieving’ Standard of the Equalities Framework.
- We will make clear on our website both our commitment to equalities but also communication channels for any issues to be reported.

Using the information gathered from consultation etc.

The Council’s “Equalities” Steering Group (representatives of all Council services and Members), will consider the information gathered, with impact assessment information, in order to shape and challenge current practice, future policy, and thus create the next Equalities Scheme Statement and Policy (January 2012). Where necessary it will also inform immediate service change.

Reviewed public documents will be published on the Council’s website together with information on our Equalities Statement, and our Impact Assessments. All assessments will be available to the public on request.

Impact Assessment of policies and practices

- The Council has prioritised its policies, procedures and processes to identify those which are likely to have a high potential for adverse impact. It has previously carried out a self-assessment of impacts and service accessibility for people of many types through its Social Inclusion Checklist process and is continuing to work through a programme of Equality Impact Assessments. The outputs and actions proposed to redress any adverse impact are being monitored.
- The Council’s policy impact assessment tool (embedded in the Committee template) seeks to anticipate impacts of decisions on people whatever their needs.
- Recruitment impact is assessed by the Human Resources team.
- We will use consultation (above) to help identify impacts.
- Members will assess progress of policies, practices and actions through the Overview and Scrutiny Committee using the SPAR system. This is publicly available information on our website.

Prioritisation

In order to develop a rational and manageable approach to this work our priorities relate to those policies which are seen as likely to have the highest equality impact (as assessed under the Equalities Impact Assessment Scheme), and to those services with greatest contact with customers. Services being assessed under a “system thinking” approach (customer needs drive the process) will also have equalities consideration.

Procurement and Commissioning

The duties to promote equality also relate to partners and contractors at every stage of the tendering and contract monitoring process. EDDC is committed to this approach. EDDC has an ‘Equality Standards and Procurement checklist’, which links to the Devon-wide approach and will be applied both to new contracts and existing significant contracts and partnerships.

Outcomes

The action plan at Appendix 3 will be delivered.

Who is responsible for delivery?

All staff.

The Corporate Director – Communities is the Council Lead Officer.

Heads of Service have clear Equalities responsibilities (reviewed through their Performance Excellence Reviews).

The Diversity Officer

Members

The Member Champion for Equality will act as Member lead.

Performance Monitoring

The ‘Corporate Equalities’ Steering Group (CEG) will monitor this scheme.

Actions identified from service impact assessment will be appended to service action plans and these also will need to be reviewed by the Overview and Scrutiny Committee through our SPAR system.

Policy Review

April 2011

Related Policies and Strategies

There are many equality duties placed upon EDDC (see Appendix 2). The detail of legal obligations to meet the employment and other equalities requirements is set out in related and subsidiary Council policies.

Please see:

Equality and Diversity Policy

Gender Policy

Religion and Belief Policy

Age

Paternal and or maternal Policies

Adoption Policy

Fostering Leave Policy

Compassionate Leave and Special Care Policy

Community Engagement Policy

Time off for dependants

Fertility Policy

Acceptable Behaviour
Health & Safety Policy
Well-Being policy
Corporate Debt recovery Policy
Flexible Working Policy
Homeworking and Guidance Policy
Sabbatical Leave Policy
Consultation Strategy
Procurement Strategy
Contracts Policy
Partnership Policy
Customer Excellence Policy
Domestic Violence Policy
Safeguarding Children Policy
Safeguarding Vulnerable Adults Policy

Appendices

Appendix 1 list of the main equalities data relating to East Devon
Appendix 2 list of the main equalities duties upon East Devon
Appendix 3 Corporate Action Plan for Equalities

A summary of Equalities and Diversity Data for East Devon

Children and Young People

27,200 residents are under 20 years old (20%)

Single Parents

7% of households are lone parents

2.4% under 18 year olds become pregnant (around a third lead to termination)

Families

21% of households have a child under 16 (11,422 households).

Older people

46,000 (35%) of residents are over 60. 1800 are over 90 years of age (over 1%).

People living on their own

Whilst not exclusively older people, 30% of households are adults living alone.

Gender

52% of East Devon's residents are female.

Lesbian, Gay, Bisexual and transgender

We have limited information on these groups. 0.18% of households were of same sex couples according to the last census. It is estimated that between 6% and 12% of the national population are LGBT.

Race and Ethnicity

Census data for 2000 suggests that 97% of East Devon residents regard themselves as white. 0.7% of the resident population regard themselves as from a black or other minority ethnic group.

Faith/Belief

According to census data 78% of residents regard themselves as Christian. 14% felt they had no religion.

229 people are Buddhist, 127 are Jewish, 124 are Muslim, 33 are Hindu, and 17 are Sikh

Learning disability

0.5% of local residents (676) were identified as having learning disabilities in the 2007 Housing Market Assessment.

Mental Health Problem

1.5% of local residents (2030) were estimated to have mental health problems (Housing Market Assessment). This is likely to be a huge underestimate of all mental health issues. Around 16,000 residents per year seek help for psychological or emotional problems. 1370 people are on incapacity benefit for mental illness.

HIV

It is estimated that 21 people are HIV positive in East Devon.

Substance Users

Around 250 drug misusers are known to live in East Devon (Health Profile 2008)

Around 260 hospital admissions per year related to alcohol.

Mobility difficulties

14.5% of East Devon residents (over 19,000) were estimated to have mobility difficulties in the Housing Market Assessment.

7.3% of residents had general difficulties due to age or frailty.

Sensory disabilities

Over 6,000 (4.5%) of the local population were estimated to have visual or hearing impairment (Housing Market assessment).

Other Physical difficulties

11.3% of East Devon residents were estimated to have a health or disability issue not listed above, by the Housing Market Assessment. One in five adults are estimated to be obese.

20% of our households include someone with a 'long term limiting illness' and 13% of owner occupied homes have a resident with a disability. Almost 3% of our residents receive a disability related benefit.

Literacy/Numeracy difficulties or English not as a first language

8-10% of the adult population are at entry level 1 (can understand short texts with repeated language patterns on familiar topics). We have no data on numbers of people who do not have English as a first language though national insurance registrations suggest that the highest number of non-nationals in East Devon are Polish (around 100) and a lesser number of Slovak and South African workers. Whilst many countries are represented the following countries also have more than 10 workers – France, Portugal, Hungary, Bulgaria, Rumania, China, India, Philippines and Australia.

Low income/unemployment

Unemployment rates in East Devon were 4% in 2009.

62.5% of the population is regarded as economically active, and 52.8% is of working age.

The Median full time earnings are £22,700 for someone living in East Devon.

The house price to salary ratio is 11:1 – one of the highest in UK, and the highest in Devon.

10,200 people in East Devon claim an income related benefit.

Homeless

There are normally (at time of writing) around 70 homeless households (including a very few rough sleepers).

Carers

Around 11% of adults are providing care for someone else. We estimate that just fewer than 1,000 young people are carers in East Devon.

Rurality

17,700 households (28%) live in villages, hamlets or isolated dwellings.

Education

40.5% of the economically active population are educated to A-level or above. GCSE achievement is better than national average.

No powered personal transport (cars, motorbikes etc)

Almost 20% of households have no personal powered transport, in an area where car use is particularly high and public transport use is low.

Prison leavers

Around 10 prisoners per year return to live in East Devon.

Care leavers

Around 20 care leavers request housing in East Devon each year.

Legislation

- **Equal Pay (Amendment) Act 1970**
This gives an individual a right to the same contractual pay and benefits as a person of the opposite sex in the same employment, where the man and woman are doing: like work; work rated as equivalent under an analytical job evaluation study, or work that is proved to be of equal value.
- **Sex Discrimination Act 1975**
The Act makes it unlawful to discriminate on the grounds of sex. Sex discrimination is unlawful in employment, education, advertising or when providing housing, goods, services or facilities. It is unlawful to discriminate because someone is married, in employment or advertisements for jobs.
- **Race Relations Act 1976**
The Act prohibits discrimination on racial grounds in the areas of employment, education, and the provision of goods, facilities, services and premises.
- **Human Rights Act 1998**
The Human Rights Act 1998 gives further legal effect in the UK to the fundamental rights and freedoms contained in the European Convention on Human Rights.
- **Gender Reassignment Regulations 1999**
Introduced measures to prevent discrimination against transsexual people on the grounds of sex in pay and treatment in employment and vocational training.
- **RRA (Amendment) Act 2000 (RRAA)**
Places a statutory duty on all public bodies to promote equal opportunity, eliminate racial discrimination and promote good relations between different racial groups.
- **Race Relations (Amendment) Act Regulation 2003**
Introduced new definitions of indirect discrimination and harassment, new burden of proof requirements, continuing protection after employment ceases, new exemption for a determinate job requirement.
- **Employment Regulations on Religion or Belief 2003**
The directive protects against discrimination on the grounds of religion and belief in employment, vocational training, promotion and working conditions.
- **Employment Regulations on Sexual Orientation 2004**
This directive protects against discrimination on the grounds of sexual orientation in employment, vocational training, promotion and working conditions.
- **Housing Act 2004**
Covers accommodation needs of Gypsy and Irish Traveller Communities
- **Part M Building regulations**
Access Statement provision. New build housing and all commercial properties requirements.
- **Civil Partnership Act 2004**
Provides legal recognition and parity of treatment for same-sex couples and married couples, including employment benefits and pension rights.

- **Disability Discrimination Act 1995, Amendment Act 2005 (DDA)**
Introduces a positive duty on public bodies to promote equality for disabled people.
- **Gender Recognition Act 2005**
Requires all employers, service providers and public authorities to ensure that transgender persons who have a gender recognition certificate, be recognised as their reassigned or social gender. This includes ensuring that they receive services appropriate to their reassigned or social gender.
- **Equality Act 2006**
Established The Equality and Human Rights Commission
- **Employment Equality Regulations on Age 2006**
Protects against discrimination on grounds of age in employment and vocational training. Prohibits direct and indirect discrimination, victimisation, harassment and instructions to discriminate.
- **Racial and Religious Hatred Act 2006**
Extends the offence of incitement to racial hatred set out in the Public Order Act 1986 to make it also an offence to stir up hatred against persons on religious grounds.
- **Single Equality Act 2010**
This draws on the current Acts and Regulations and incorporates them into one single Act (with the exception of the Human Rights Act). It is implemented in stages as from October 2010.

Equality law will be strengthened by:

- Introducing a new public sector duty to consider reducing socio-economic inequalities.
- Extending the scope of the Equality Duties on public bodies.
- Using public procurement to improve equality.
- Banning age discrimination in relation to goods and services.
- Introducing a gender pay and equality reporting duty.
- Extending the scope to use positive action in recruitment.
- Strengthening the powers of employment tribunals.
- Protecting carers, young mothers, and breastfeeding mothers from discrimination.
- Banning discrimination in private members' clubs.
- Strengthening protection from discrimination for disabled people (placing a new duty on landlords and managers of residential properties to make alterations, where it is reasonable to do so, to enable disabled people who live in homes with common areas like hallways and stairs to be able to use these areas).

Equal Pay Act 1970

The Equal Pay Act 1970 means that people should be paid the same regardless of their gender. People have a right not to be paid less than someone of the opposite gender doing: the same work or similar work (legally known as 'like work') different work that is of equal value to your employer (known as 'work of equal value')

Employment Equality Regulations (Age) 2006

From 1 October 2006, the Employment Equality (Age) Regulations made it unlawful to discriminate against workers, employees, job seekers and trainees because of their age. The Regulations cover recruitment, terms and conditions, promotions, transfers, terminations and training.

The duty covers:

- Prohibition of age discrimination in employment and vocational training.
- No age criteria allowed in recruitment, promotion and training.
- No mandatory retirement before the age of 65.
- No upper age limits on unfair dismissal.
- No direct age criteria in redundancy.
- Non-pay benefits based on length of service permitted.
- A new process for managing retirement for everyone.
- Burden of proof on employer to demonstrate no discrimination on the basis of age.
- 'Duty to consider' provision - new procedure that all employers must introduce, to allow employees to request working beyond a compulsory retirement age.
- Positive action - it will be lawful for EDDC to introduce positive action initiatives or measures if these can reasonably be expected to prevent or compensate for disadvantages.
- Harassment and victimisation - inappropriate behaviour and language should be addressed through training and an organisation's harassment policy. Age harassment and victimisation can be based on perceptions, whether or not they are correct. We will be deemed liable unless reasonable steps have been taken to prevent the behaviour.

The Human Resources implications of these Regulations are addressed in section 11 of the Act.

Equality in Employment Regulations (Sexual Orientation) 2003

These Regulations make it unlawful to discriminate on the grounds of sexuality, directly or indirectly; or to harass or victimise somebody because they have made a complaint or intend to, or if they give or intend to give evidence to a complaint of discrimination. This applies to all aspects of employment (recruitment, terms and conditions, promotions, transfers, terminations and training) and vocational training.

The Human Resources implications of these Regulations are addressed in section 11 of the Act.

In relation to services, the Equality Act 2006 makes it unlawful for a public body involved in providing goods, facilities or services to discriminate on the grounds of sexual orientation through:

- Refusing to provide a person with goods, facilities or services if they would normally do so to the public, or to a section of the public to which the person belongs
- Providing goods, facilities or services of an inferior quality to those that would normally be provided. Or in a less favourable, manner or on less favourable terms than would normally be the case.

Equality in Employment Regulations (Religion or Belief 2003)

These regulations make it unlawful to discriminate on the grounds of religion or belief (directly or indirectly) or to harass or victimise somebody because they have made a complaint or intend to, or if they give or intend to give evidence to a complaint of discrimination. This applies to all aspects of employment (recruitment, terms and conditions, promotions, transfers, terminations and training) and vocational training.

In relation to services, Part 2 of the Equality Act 2006 (came into effect in April 2007) makes it unlawful for a public body involved in providing goods, facilities or services to discriminate on the grounds of religion or belief through:

- Refusing to provide a person with goods, facilities or services if they would normally do so to the public, or to a section of the public to which the person belongs
- Providing goods, facilities or services of an inferior quality to those that would normally be provided, or in a less favourable manner or on less favourable terms than would normally be the case.

Gender Recognition Act 2004 (GRA)

The Gender Recognition Act 2004 provides for legal recognition of a transsexual person in their acquired gender and an opportunity to acquire a new birth certificate in their new gender (a Gender Recognition Certificate or GRC).

Of importance to public bodies and officials is the fact that these Regulations make it an offence to disclose information acquired in their official capacity about the gender history of a person holding a GRC. The holder of a GRC is not obliged to inform their employer that they hold a GRC, but if they do so the employer is obliged to hold this as 'protected information'.

Human Rights Act 1998

Article 14 of the Human Rights Act 1998 refers to the prohibition of discrimination, and states that the enjoyment of the rights and freedoms set out in the European Convention on Human Rights shall be secured without discrimination on the grounds of sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

Equality Act Regulations (Sexual Orientation) 2007

These regulations, which came into force on 30 April 2007, make it unlawful to:

- discriminate on the grounds of sexual orientation in the provision of goods, facilities and services, education, the use and disposal of premises and the exercise of public functions. They provide protection from sexual orientation discrimination that is on a par with the protection already provided on grounds of race and sex.

The regulations, which are made under Part 3 of the Equality Act 2006, do not deal with employment, nor do they make specific provision to cover harassment.

The Regulations prohibit discrimination (both direct and indirect) and victimisation on the basis of a person's:

- Actual sexual orientation
- The sexual orientation he/she is thought to have and/or
- The sexual orientation of someone with whom he/she is associated

EDDC must ensure that all its services are provided in such a way that no-one entitled to use any service is disadvantaged in receiving it by reason of sexual orientation. EDDC should ensure that their employees and agents also do so using contractual or other controls as appropriate to achieve that result.

Equality Act 2006 (Religion or Belief)

These provisions, which came into effect on 30 April 2007, prohibit discrimination, (both direct and indirect) and victimisation on grounds of religion or belief (or lack of religion or belief) in the provision of goods, facilities and services, in education, in the use and disposal of premises, and in the exercise of public functions.

The provisions do not deal with employment, nor do they make specific provision to cover harassment.

The provisions prohibit discrimination on the basis of:

- A person's actual religion or belief
- A religion or belief they are thought to have, or
- The religion or belief of someone else with whom they are associated

The provisions also prohibit discrimination against a person because they do not hold a religion or belief. The concept of belief includes beliefs such as Humanism, or other philosophical beliefs similar to a religion. However, other categories of beliefs, such as support for a political party, are not included.

EDDC should ensure that in complying with the religion or belief provisions due regard is given to the need to promote and maintain community cohesion. This needs to be based on an understanding of the local cultural, ethnic and religious demography; and should aim to avoid any group feeling that its traditions and interests are being unfairly neglected by comparison with another.

Action Plan

The following is a brief Corporate Action Plan. More service specific actions are set out in the plans emerging from the Equalities Impact Assessments (as monitored through EDDC's SPAR system)

EQUALITIES SCHEME* – ACTION PLAN 2010 - 2012

Our priorities: we will prioritise those pieces of work where there is risk of breaching our legal duties, where there is most likelihood of impact (customer facing policies and services), and where there are practical solutions.

Actions	Dates	Lead Officer
Review and restart Equalities Steering Group.	April '10	PJ
Ensure customers, contractors, partners, members, staff, and Unison remain aware of the issues through, for example, publicity, training seminars, information sheets, and welcome training for new employees. Direct mail to existing contractors	Ongoing review via steering group April '10	PJ/KJ/Smc
Maintain a profile of our local community and commence service customer profiling.	Start April '10 and ongoing	PJ/JG
To use the Equalities Impact Assessment in each Service to identify high priority areas, and create action plans accordingly.	May '10	HoS
Maintain Officer Champions for each Service	Ongoing	PJ
Review equalities outputs from the formal complaints process.	At Steering Group Sept. '10	PJ
Further monitor recruitment for the major Equality "Strands" and create actions to address issues.	April '11	KJ
Set up and develop Intranet information for staff on the 'Equality Impact Assessments and also website information for the public.	May '10	PJ
Retain a Member Champion for Equalities work.	Ongoing	MW
Develop a programme of training in all services on Equalities Impact assessment and a follow up facilitated workshop.	Sept 09	SMc
Monitor action plans through the SPAR system to the Service Planning and Performance Overview & Scrutiny Committee.	Sept' 10	PJ
Establish an external Equalities Panel to represent the equalities strands and use this group to 'test market' and for consultation.	May'10	PJ
Carry out a customer 'systems thinking' review (Equalities embedded) in accordance with corporate programme.	Ongoing	DL
Undertake a risk management assessment of Equalities work.	Completed (review annually)	PJ/TC
Create a new approach to customers who need help with written material	May '10	PJ/AH-C
Liaise with multi-agency and diversity groups for equalities work elsewhere in the County.	Ongoing	AJ
Use the new Committee template to test for equalities impacts (and to permit annual monitoring).	July '10	CP

Actions	Dates	Lead Officer
All staff with a procurement remit to receive training in equality in Procurement	December 2010	SD
Ensure our partners and contractors are adhering to the equality ethos of EDDC	December 2010	CS
Monitor our Procurement processes to highlight any inequalities and work with our partners to improve processes and reduce shortfalls	March 2011	CS
Wider implementation of Equalities in PER's (appraisals) and 1:2:1's	July 2011	KJ
Ensure the new procurement IT system includes equalities issues	March 2011	CS/CP
To monitor the incidence of 'hate crime' for East Devon.	Ongoing	PJ

*This section relates to all of the equality strands of Gender, Disability, Race, Age, Sexuality and Faith but also relates to diversity generally.

Equality, strand specific work in addition to the general actions.

Actions	Dates	Lead Officer
Gender Further promote the internal EDDC Domestic Violence policy and then create a more effective external focus and consistency	July '10 April '11	KJ PJ
Race Support DREC work in East Devon through grant aid and link to other outreach work on race (e.g. Sahara project) Work with the East and Mid Devon diversity group to promote the needs of migrant workers and disseminate basic information rights and responsibilities, recognising different cultures and legal status. To meet the traveller site needs for East Devon To review our translation service and policies	Ongoing Ongoing Oct '10 Oct '10	PJ PJ/GM KL/SS CF
Disability To create, and adopt a 'safeguarding vulnerable adults' policy Review alternative media and different formats to assist in consultation (e.g. of people with learning disabilities) To create a core of officers with BSL and deaf awareness skills	July '10 July '11 July '11	PJ PJ PJ
Age To work with the local groups of the Senior Council for Devon to identify key issues To meet the Council's priority actions for youth including "Hear by right" and by use of Youth MP. To create and support 'Youth Press Officers'	Ongoing As per Corporate Strategy March '10	PJ/Cllr JE PJ/JG PJ/NS
Sexuality To disseminate information on transgender issues and facts to officers and Members To work to the principles set out by Stonewall in their 8 point toolkit	July '10 July '11	PJ PJ
Faith and Belief To develop work with the faith community through the LSP faith representative	May '10	PJ