

Appendix 2

West Lancashire Borough Council

Revised Equality Action Plan 2014 (Updated 18 November 2015)

Theme	What we will do	Who by	When by **	What will happen as a result
Equality Objectives and Analysis Enhance the use of equality data within decision-making processes	Review the capacity to improve the collection and sharing of customer data around protected characteristic	S Walsh	Completed	Legal responsibilities are met and we are using equality analysis to help us meet our priorities and commitments
	Continue to develop data sets to support the delivery of each equality objective	K Warmington S Jackson P Huber A Hill	Completed	
	Learning reviewed annually and shared across council	EDSSG	Completed	
	Objectives reviewed and revised annually and update Published		Completed	
Human Resources Refresh the policy approach to equality amongst managers and staff	Improve and enhance the analysis of employee information that is used and published and reported annually to Service Managers	S Lewis	Completed	Legal responsibilities continue to be met and our staff and managers have enhanced understanding of their responsibilities to customers, the Council and to each other
	Management competencies adapted to include corporate equality values		Completed	
	Continue to develop a Dignity at Work policy to replace the policy statement and procedure for dealing with complaints of harassment or bullying		Completed	
	Provide training for staff and managers on a new Equality Impact Assessment process		Will be completed by March 2016	
	Continue to publish information to meet the specific equality duties (currently equality objectives and equality information in respect of employees and services)		Annually Activity	
Consultation and Engagement Enhance the opportunity to learn more about customer needs	Roll out new community engagement guidance	E Leigh	Completed	We are able to act on the different experiences of citizens by protected characteristic
	Continue to publish revised and enhanced equality groups resource as part of new web pages – contact organisations annually to request updates	E Leigh S Lewis	Completed	
	Continue with annual impact assessment of the results of the Citizens Survey	E Leigh	Annual Activity	
Equality Impact Assessment Embedding within	Develop and refresh the EIA policy and process and include guidance following learning sessions held with key managers	S Lewis	Completed	Continue to ensure that our managers and staff able to meet our

business planning cycles	Build on existing equality analysis in budget setting cycle	M Taylor	Completed	legal responsibilities by using equality analysis in their work
Equality Scheme Enhanced approach to monitoring and evaluation	Formally replace existing 2011-2015 Equality Scheme	S Lewis	Completed	The commitments we have made in respect of equality practices are clear and resources are provided to meet the needs of our staff and managers
	Publish revised and enhanced equality pages, and associated resources, on the Council's internet webpages		Completed	
Procurement Using procurement policies to further WLBC's inclusive values	Review the equalities clause within the standard procurement contract to be more explicit about PSED	J Ryding	Completed	Contractors are able to provide us with an audit trail of how they have met the public sector equality duties
	Review how contracts are monitored in respect of how equality commitments are met		Completed	
Business Planning Demonstrating that decision-makers take account of impact	Implement equality objectives and embed these within business plan	A Grimes	Completed	We have evidence in place that shows how we fully consider the equality impact of the decisions we take
	Refresher briefing for elected members on PSED	J Denning	Will be Completed by March 2016	

****Dates are indicative and may be subject to change**