

**Great Yarmouth Borough Council
Equalities Action Plan : September 2011 to January 2012**

	Immediate Actions	Deadline	Lead
GYBC as an Employer			
Work towards closing the gender pay gap amongst staff working for GYBC	Address via Workforce Development Plan	December 2011	Human Resources
Work towards closing the employment gap for people with disabilities	Address via Workforce Development Plan	December 2011	Human Resources
Work towards closing the employment gap for people from black and minority ethnic backgrounds	Address via Workforce Development Plan	December 2011	Human Resources
Ensure that the Council has the right systems and that Members, managers and staff get the training and support that they need to contribute to: the elimination of discrimination, harassment and victimisation; the advancement of equality of opportunity and; the fostering of good relations	HR to assess impact of new Equalities legislation upon existing policies and procedures, refine and rework where appropriate and consider appropriate training for staff.	December 2011	Human Resources
Hate Crimes & Domestic Violence			
Work with partners to reduce the incidence of Hate Crimes, support victims and increase the conviction rate Training on how to take a report / protocol for all designated staff.	Ensure GYBC has a central point of reference. Contribute to further work within the Safer Communities Delivery Partnership and contribute to work at a county level.	December 2011	Corporate Strategy, Communities and Partnerships and Community Housing Well Being Services

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Work with partners to reduce the rate of repeat domestic violence offences by ensuring support to victims and helping to increase the conviction rate	Contribute to the development of a co-ordinated partnership approach to domestic violence in the borough through the Safer Communities Delivery Partnership.	December 2011	Corporate Strategy, Communities and Partnerships and Community Housing
Ensuring people get the help they need			
Ensure that all of our services support people, including those in protected categories, to get the help and support they need, tailored to their particular circumstances to help them live independently	Systems thinking interventions to roll-out across council services.	Ongoing	TBD
Work with partners to ensure that our services aimed at older people help to meet the challenge of the present and future increase in older people needing care	Prioritise as a partnership focus for Great Yarmouth GYP and contribute to county work.	December 2011	Services for Older People Private Sector Housing Housing Needs Well Being Services
Devolving power to communities and designing and delivering services together			
Ensure that we continuously improve the ways in which we engage with the Borough's diverse communities to ensure that services meet needs, are accessible to all and that people can play a full role	Continue to support community development across the borough, linking with the new Area Forums, resulting in associated work plans.	December 2011	Members Services and Corporate Strategy, Communities and Partnerships

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in bringing about improvements for themselves and their communities	<p>Link into NCC work on the provision of "individual" services under forthcoming Open Public Services agenda</p> <p>Contribute to Great Yarmouth GYP work</p>		Communications
Reducing Inequalities			
Work with partners on issues of public health in order to close the gap in health and life expectancy	Contribute to work with NCC and GY and Waveney NHS on public health issues, including current work on tobacco control.	December 2011	Environmental Health and Corporate Strategy, Communities and Partnerships Housing Strategy & Needs
Work with partners to close the gap in life chances for children from different backgrounds including pre-school children	Prioritise as a partnership focus for Great Yarmouth GYP and contribute to county work.	December 2011	Corporate Strategy Communities and Partnerships
Work with partners to help people develop the skills and confidence they need to improve their life chances and become economically active	Continue to drive actions through the Employment and Skills Group. Continue to drive actions through the Stronger Communities Group	December 2011	Employment and Skills and Economic Development Stronger Communities Group

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Knowing our communities and understanding the impact of our services			
Ensure that we use all available data to understand the needs of our communities, that we develop ways of gathering further data where there are gaps in our knowledge and that we use the data to continuously improve our services for all.	Create both an intranet and web-site page as a repository for ward profiles, community consultation data and links to other data sets as an aid for service planning and public information.	November 2011	Corporate Strategy, Communities and Partnerships and Communications Member Services
	Create a consultation schedule for the design of equality objectives with partners and our community	January 2012	
Obtain and publish information with the resulting analysis of how our services are currently contributing to the elimination of discrimination, promoting good relations and advancing equality of opportunity for all.	Upload of current equality information reviews and associated data.	October 2011	Corporate Strategy, Communities and Partnerships and Communications
Ensure as far as is possible that all Council buildings and services are accessible to all parts of the community	Build into existing Office Audits. Ensure Equality Impact Assessments are reviewed on a regular basis.	December 2011	Individual Service Areas and Construction Services
Ensure the services GYBC commission and procure do not adversely affect particular sections of the community.	Review existing procurement and commissioning policies to ensure compliance with equalities legislation.	December 2011	Resources and Governance

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	Roll out new policies and train staff on new requirements		