

Equality and Diversity Action Plan



Introduction

SELNET as the lead partner on the Building Better Opportunities – Invest In Youth project for Lancashire has worked hard to ensure the partnership is made up of diverse partners so as to reflect the demographic of Lancashire. The final partnership contains services providers who have portfolios of specialist staff, skills and experience of working with disadvantaged individuals aged 16-24 who face multiple and complex issues and/or have a protected characteristic.

The Equality and Diversity action plan will underpin the Invest in Youth Project and its activities to address issues that lead to disadvantage, isolation and lack of understanding. There is recognition at this stage that there may be needs identified along a beneficiary's journey that fall outside of the services available in the partnership. To this end provision of spot purchasing, specialist support has been considered in developing the project plan.

In developing the Equality Action plan consideration has been given to the nine protected characteristics as defined in the Equality Act 2010, given the issues of disadvantage suffered by all of our communities across Lancashire. Protected characteristics, as defined in the Equality Act 2010, are defined below:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

The Equality and Diversity action plan plots the steps and measures that have been and will be taken from the start of the project development to project delivery and evaluation. The following 6 steps have been identified and actions, indicators and targets are detailed in the table below

1. Identifying Potential Partners
2. Understanding the needs and challenges of participants
3. Addressing difficulties people may have in finding out about the project
4. Specific activities delivered to ensure people are not disadvantaged when accessing the project
5. Equality and Diversity in Management and Delivery
6. Implementation and review of equalities policies and procedures

Indicators have been assigned to each barrier/issue and where outstanding will be updated on a quarterly basis as participant data and targets are recorded. While partners have been assigned responsibility for certain deliverables, Selnet as lead partner holds ultimate responsibility for the implementation of and adherence to the plan and will continually monitor and manage any underperformance.

Step 1: Identifying Potential Partners

| Barrier/issue | Steps, actions & activities to overcome/address barriers & issues | Responsibility | Indicator | Reviewed/completed | Traffic Light Status |
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| <p>Ensuring information on the programme was widely accessible by a variety of organisations across Lancashire</p> <p>Attracting suitably qualified and experienced organisations to form the delivery partnership</p> | <p>Engagement activities and events held across Lancashire as part of awareness raising of BBO have provided opportunities for potential partners to access information about the programme and highlight some of the barriers and issues their service users face when trying to access services.</p> <p>The activities and events were promoted to over 4500 organisations and groups across Lancashire via One Lancashire's networks & through partners. Two events were held in Preston and in Blackburn in October 2014 with the aim of giving organisations an overview of the BBO programme. These events led onto some workshops which were offered for organisations who wished to take the next step and further develop ideas for project delivery for the target groups. Workshops were held in Preston, Burnley and Blackpool. Attendee organisations were asked to complete an SOI (Statement of Interest) form if they wished to be considered as a project partner.</p> <p>A total of 182 potential partners completed and returned SOIs which helped identify some of the needs and challenges faced by the various different groups and assess their suitability to deliver by asking about current and past projects which have been delivered for target groups. To ensure that all interested organisations were able to express an interest, additional support was offered to them by organisations such as Lancashire BME Network (LBN). LBN supported its member organisations with advice and support in completing the SOIs and accompanying documents.</p> | <p>ONE Lancashire through Big Lottery Development Funding</p> | <p>4500 VCFS groups reached</p> <p>170 attended briefing events</p> <p>145 registered to be on database</p> <p>182 SOIs completed</p> | <p>October 2014-May 2015</p> | <p>Green</p> |

Step 2: Understanding the needs and challenges of participants

| Barrier/issue | Steps, actions & activities to overcome/address barriers & issues | Responsibility | Indicator | Reviewed/completed | Traffic Light Status |
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| <p>Planning and designing the programme based on the needs and challenges faced by the potential participants</p> | <p>From the briefing events and workshops we were able to identify organisations which were recognised as current leaders with specialisms which would be valuable to the BBO project.</p> <p>Focus groups have been held with young people from diverse backgrounds from across Lancashire. Intact and Rathbones delivered specific focus groups to young people targeting areas of high deprivation and those who are disadvantaged.</p> <p>A questionnaire was also distributed via project partners for individuals to complete. The focus groups and returned questionnaires provided data that gave greater depth to the project’s understanding of needs and barriers faced by young people in relation to employment, learning and barriers.</p> <p>To reinforce the project’s understanding of the needs and challenges faced by disadvantaged young people, an Equality and Inclusion consultation was carried out with partner organisations. The information from the surveys has been included in this plan. The survey responses have also informed project development and resource allocation. This survey asked the following questions of partners:</p> <ul style="list-style-type: none"> • What specific barriers do your beneficiaries have in relation to accessing employment/ volunteering and learning opportunities? • How can we as whole and you as a partner address those needs and challenges? What activities/support could be offered? • What might be the best way of promoting the project to your beneficiaries? Is there a method of communication that works better than others? • What special measures might you use in order to engage with those who don’t access services currently and who you would consider the hardest to reach? | <p>Selnet with lead partners</p> <p>Supported by Lancashire BME Network</p> | <p>182 SOIs</p> <p>4 focus groups held</p> <p>77 questionnaires completed</p> <p>Research and Development by professional bid writer</p> | <p>June 2015- March 2016</p> | <p>Green</p> |

| | <ul style="list-style-type: none"> Are there any specialist skills within your organisation which might be used to support clients to access the BBO project? <p>From the early development stages, equality of opportunity and gender equality have been at the heart of discussions. To this end a partner organisation (LBN) has been working alongside the project development team, so that where necessary there has been scrutiny of decision making processes and full understanding of the importance of embedding equality in to the project.</p> | | | | |
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| Step 3: Addressing difficulties people may have in finding out about the project | | | | | |
| Barrier/issue | Steps, actions & activities to overcome/address barriers & issues | Responsibility | Indicator | Reviewed/ completed | Traffic Light Status |
| <p>Potential participants are not engaging with mainstream services and/or not known to mainstream service (i.e. not claiming benefits, not registered with GP)</p> | <p>A comprehensive communication and engagement plan, which is multifaceted will underpin the promotion and publicity of the project, taking into account the needs of groups with protected characteristics and those facing multiple disadvantages.</p> <p>Various engagement techniques and activities will be used, including Utilising networks & partnerships especially those that engage with individuals with protected characteristics or have gender specific aims and objectives.</p> <ul style="list-style-type: none"> Using various media such as: Rock FM, BEE radio, Asian newspapers, Pendle Radio, Lancashire telegraph, local papers, Talking newspapers (for sight impairment), Big Issue, newsletter, shopping centre TVs. Using Social media and video sharing platforms such as Facebook, Twitter, Instagram, Snapchat and YouTube which are popular with young people. Source a local Blogger/Vlogger to endorse project. Traditional poster campaigns targeting: public houses/bars, health centres, A&E, sexual health clinics, leisure centres, community centres and other venues with high footfall Dedicated website and promotion on partners websites | <p>Selnet All delivery partners who are working with potential participants</p> | <p>160 number of eligible participants on programme</p> <p>Data captured on how they engaged</p> | <p>March 2017</p> <p>Strategic review every quarter</p> <p>Ongoing partner updates</p> | <p>Amber</p> |

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| <p>Potential Participants hear about the programme but lack confidence in accessing it or engaging</p> | <p>Outreach activity (face to face engagement). This will be done through having a presence at venues such as; supermarkets, parks, amusement arcades, town centres, cafes, takeaways, gyms, sport centres, football grounds, pubs and clubs, hairdressers, barbers, nail bars, sexual health clinics.</p> <p>Awareness raising for local employers to benefits of employing young people, in particular the participants of the BBO project.</p> <p>Create multiple referral mechanisms and pathways</p> <ul style="list-style-type: none"> • Self-referral systems through the dedicated website, through any project partner, messaging through social media, walk in centres, phone and email • Peer referral option - so friends and family can support referral into the project and provide emotional support • There will be organisational referral available by creating referral pathways i.e. by working with the Locality managers of the eight Clinical commissioning groups (CCGs) across Lancashire we can create a system whereby GP's can refer to the project (social prescribing model). This model has already been successfully used in East Lancashire. | | | <p>All participants have engaged direct with project partners. This achieved through numerous routes</p> <p>Service delivery is designed to meet each participant personal preference for support interaction.</p> | <p>Amber</p> <p>Amber</p> |
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Step 4: Specific activities delivered to ensure people are not disadvantaged when accessing the project

| Barrier/issue | Steps, actions & activities to overcome/address barriers & issues | Responsibility | Indicator | Dates Reviewed | Traffic Light Status |
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| <p>Low confidence levels</p> | <p>All activities will be person focused with a specific emphasis on the individual's needs.</p> <p>Engagement will be seen through a variety of routes and partners have been selected based on the ability to engage with those specific groups known as 'hardest to reach'.</p> <p>Key Workers and volunteer mentors will hand hold each participant through their journey.</p> | <p>Key Worker Partners with support from all delivery partners</p> | <p>X/150 participants report increased confidence</p> | <p>Data collection commences March 17, then ongoing at quarterly review meetings and from claim data</p> | <p>Amber</p> |

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| Long term unemployed or never worked and/or fear of working environments | Participants will engage through interventions in their local area and in some cases with agencies (Partners) they have or have had an existing relationship with. Partners will work with participants to build trust, encouraging them to enrol on to activities that will build confidence and develop skills. The key worker will be involved in the journey progression to enable the participant to make informed choices and be able to react should the Personal Action and Development Plan need to be reviewed. Interventions will develop routine and interaction with others so as to focus on preparation for employment e.g. volunteering opportunities can reduce fear of working environments. | Key Worker Partners with support from all delivery partners | 74/770 participants engaged in activities to improve their work readiness | March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Lone parents with childcare issues | The project will offer childcare whilst the participant is actively engaging with project activities. Post activity, the key worker will support the participant to source local affordable provision should this be a requirement for work. | Key Worker Partners with support from all delivery partners | 13/30 supported with childcare responsibilities | March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Young Person with caring responsibilities e.g., parents, siblings | The project will offer support with caring responsibilities whilst the participant is actively engaging with project activities. Key Workers will offer support to identify day care provision, buddying or befriending, putting young people in touch with other carers their own age, and other support services for longer term provision. | Key Worker Partners with support from all delivery partners | 13/30 carers receive support through the programme | March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Low income, or low disposable income to purchase necessities essential for job hunting | Project will support provision for essentials i.e. Stationary, bus fare, interview clothing. Crisis provision for emergency situations could be accessed through existing partner provision- i.e. food, furniture etc. | Key Worker Partners with support from all delivery partners | X participants supported with provisions | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |

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| Homeless people no fixed abode so no benefits | The project will ensure a referral pathway to external support services i.e. through homeless charities such as Emmaus or Recycling Lives, the Lancashire Citizens Advice Service who can support beneficiaries in accessing welfare support to create stability. | Key Worker Partners with support from all delivery partners | X homeless participants supported | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Ex-offenders struggling due to offending record & stigma | Project partners will engage with employers both large and small scale to change mind-sets towards ex-offenders. As part of the Personal Action and Development Plan the keyworker can look for volunteering opportunities and/or work experience to rebuild a participant's experience and referee portfolio. | Key Worker Partners with support from all delivery partners | X Ex-offenders supported | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Low level offending behaviour | Referral to reparation projects operated to partners such as Child Action NW or Community Police. | Key Worker Partners with support from all delivery partners | 8 participants with low level offending behaviour supported | March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| People with poor literacy levels | Support with literacy and numeracy will be delivered through employability activity. In addition to referrals and introductions to informal and formal community learning programmes and statutory provision. | Key Worker Partners with support from all delivery partners | X/400 participants will improve their basic, digital financial or personal skills | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Lesbian, gay and bisexual and | Lancashire LGBT will be a key stakeholder within project delivery. Project management Group will also identify a LGBT champion, while the | Key Worker Partners with | Participant data | Data collection commences | Amber |

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| transgender people suffering from discrimination | navigator will create a Personal Action and Development Plan sensitive to the individual's needs. | support from all delivery partners | | March 17, then ongoing at quarterly review meetings and from claim data | |
| Gypsy Roma Travellers | Key Workers will keep abreast of cultural and diversity issues amongst traveller communities. Project partners will actively work with Lancashire's Gypsy Roma Traveller Service to engage with this group. Services are co-located to venues or even on traveller sites to encourage uptake. Where needed the project management group will source cultural awareness training, taking into account the diverse makeup of Lancashire. | Key Worker Partners with support from all delivery partners | Participant data | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Living in isolated or rural areas | Project services will be peripatetic aiming to make services accessible to all participants. Key Workers will work from various geographic locations and will deliver outreach support. Options for co-location have been mapped, included underused venues and IT suites. Ensuring that locations used are accessible with good transport links. | Key Worker Partners with support from all delivery partners | Location data | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Those with English as a second language | The key worker will create a Personal Action and Development Plan sensitive to the individual's needs. Where language is a barrier ESOL providers will support both accredited and non-accredited provision. Mapping of language support amongst partners has already taken place and this information will be provided to partners via a 'partner's digital platform'. | Key Worker Partners with support from all delivery partners | x/100 participants will identify learning opportunities to overcome their skills gaps | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |

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| Refugees | <p>Key Workers will keep abreast of cultural and diverse issues amongst refugees. Issues such as language barriers, health or confidence issues would be supported through project activity, the journey/ Personal Action and Development Plan will be designed to help build skills and abilities to engage in employability activity.</p> <p>Staff will also be able to access specialist support from partners using online forum, where best practice and lessons learnt will be recorded.</p> | Key Worker Partners with support from all delivery partners | Participant data | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Beneficiaries with mild to moderate mental & physical health problems or disabilities | <p>The project will deliver demand lead person centred activities, taking the service to the participants when need demands.</p> <p>Key Workers are equipped to deal with people disadvantaged through health and wellbeing inequalities and will be able to access support from specialist project partners.</p> <p>Peripatetic service provision and use of co-location model will make access to the project easier for those with health and mobility issues. Furthermore, signposting and referral to recreational/health and wellbeing activities will help improve beneficiaries' physical and mental wellbeing.</p> <p>Co-location model, readily available list of venues that are DDA compliant, including disabled access, induction loop systems. Mapping of disability specialisms amongst the partnership has taken place and this information will be made available on 'partner's digital platform'. All literature produced will include disability friendly formats such as easy read and talking papers.</p> | Key Worker Partners with support from all delivery partners | 29/155 participants with disabilities on programme | March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Those with moderate to severe mental health and physical health problems | <p>Key Workers will work one to one to undertake a needs assessment of all participants. If it is identified that these individuals require specialist support or their needs are not met by the project, they will be referred onto external specialist services such as the Community Mental Health Teams (CMHTs).</p> | Key Worker Partners with support from all delivery partners | 29/155 participants with disabilities on programme | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |

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| Lack of aspirations, ambition/motivation and confidence | Key Workers will work one to one with all participants and agree the best route forward for the participant. The Personal Action and Development Plan will give the option to bring a friend or chaperone to activities for emotional support and will detail activities of a particular interest to the participant to support reengagement and/or increase positivity. | Key Worker Partners with support from all delivery partners | X/150 participants report increased confidence | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Care Leavers | Key Worker referral to Local Authority support programmes for young people leaving care. | Key Worker Partners with support from all delivery partners | Participant Data | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Lack of or low level qualifications | The Key Workers needs assessment will identify the best route to complement and increase the beneficiary's skills. This may include introduction to accredited learning provided by colleges or community learning providers. Project development team have mapped educational providers and the information will be available on the partner's digital platform. | Key Worker Partners with support from all delivery partners | 0/100 participants will identify learning opportunities to overcome their skills gaps | March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Skills not suited to current labour market | The employability and enterprise partners have a particular role in supporting the project development and further identifying which industries and sectors currently have a skills shortage. Beneficiaries identified as being suitable to train in the skills needed will be directed to training providers that are able to provide required training. Where the beneficiary is in need of skills such as IT, basic support will be provided through project partners who specialise in digital training. | Key Worker Partners with support from all delivery partners | 0/100 participants will identify learning opportunities to overcome their skills gaps | March 17, then ongoing at quarterly review meetings and from claim data | Amber |

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| Domestic abuse, trauma, sexual exploitation | Key stakeholders will include external agencies who provide specialist services to support participants who suffer domestic abuse within the household, trauma, sexual exploitation etc. It is hoped that these issues would be recognised by the Key Workers and referrals can be made directly into suitable agencies or checking what intervention has already taken place via initiatives such as Troubled Families. Partners with the staff skills to deliver counselling can be spot purchased as identified. | Key Worker Partners with support from all delivery partners | Participant data | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Drug, alcohol and substance misuse | Although this expertise is not covered within the partnership, Key Workers would detail specialist service provision as part of the participants Personal Action and Development Plan. Partners with the staff skills to deliver counselling can be spot purchased as identified. | Key Worker Partners with support from all delivery partners | x/150 participants accessing health and wellbeing provisions | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Lack of access to IT & internet | The Key Workers needs assessment will identify the best route to support participants with no access to IT and the internet. Should IT support be required this will be provided through the partnership and may include; mobile IT suites that are internet ready. Additionally, the digital platform will contain a list of static IT suites available across the county. Partners delivering under the digital Inclusion theme will support this element of participant needs and provide this data for use on the partner platform. | Key Worker Partners with support from all delivery partners | X/400 participants will improve their basic, digital financial or personal skills | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Debts | Financial Inclusion is a key element of the project design. The Key Workers assessment will identify the support needs and best route for the participant, debt and welfare advice will be available through specialists as part of the partnership offer and provide tailored one to one support. | Key Worker Partners with support from all delivery partners | X/400 participants will improve their basic, digital financial or personal skills | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |

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| Long term illness | Returning to work after a long term illness is a particular barrier to both the individual and to the employer. The Personal Action and Development Plan will address this through a detailed discussion and exploration of options with the participant. The Plan may include a programme of re-engagement, Health and Wellbeing activities or volunteering that will consider low intensity mobility etc. | Key Worker Partners with support from all delivery partners | Participant data | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Fear of losing benefits | The key worker assessment interview will be conducted in adherence with the confidentiality code of conduct, the Information governance and safeguarding policies referenced within the Partnership agreement. Key Workers and partners will work with participants to build trust encouraging them to overcome barriers. Welfare advice will be provided through Financial Inclusion activity. | Key Worker Partners with support from all delivery partners | X/400 participants will improve their basic, digital financial or personal skills | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Cultural sensitivities i.e. BME actively discouraged from working | Key Workers will keep abreast of cultural and diversity issues of all participants. We have a diverse range of project partners able to acknowledge and embrace cultural sensitivities. Key Workers will utilise the depth of the partnership in creating and agreeing the Personal Action and Development Plan and where specific services are required these will be offered through specialist partners and in venues that are accessible and acceptable to participant. | Key Worker Partners with support from all delivery partners Supported by Lancashire BME network | 7/75 people from ethnic minorities on programme | March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Age Discrimination | Comprehensive engagement and communication strategy to address this issue and make employers aware of their legal duties in relation to non-discriminatory practices. Additionally to champion young people through a promotional campaign to showcase the positives young people can bring to the labour market. Use of a social media campaign | Key Worker Partners with support from all delivery partners | All participants aged between 16 and 24 | Requirement to be on programme | Green |
| Family & peer pressure to actively not seek employment due to | Comprehensive engagement and communication strategy to highlight and showcase the benefits of working and learning. Engagement with families to help change mind-sets and take a whole family approach. | Key Worker Partners with support from | x/400 hardest to reach participants maintaining | Data collection commences March 17, then ongoing at | Amber |

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| non-working being the accepted norm. | | all delivery partners | meaningful engagement with support providers | quarterly review meetings and from claim data | |
| Lack of positive role models | Promotional campaign highlighting achievements of young people who have overcome disadvantage and created positive changes via social media and video sharing platforms. | Key Worker Partners with support from all delivery partners | x/150 participants will feel more positive about their future and will be able to understand aspirations and identify their own | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Stigma around employing young people | Work placements and showcasing of the positives of what young people can offer. | Key Worker Partners with support from all delivery partners | x/150 participants will feel more positive about their future and will be able to understand aspirations and identify their own | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Poor previous learning or work experience | Ensure learning opportunities meet different learning styles and are available in community settings which take into account stigma around learning environments. Possibility of tours of educational establishments to break down barriers. | Key Worker Partners with support from all delivery partners | X/400 participants will improve their basic, digital financial or personal skills | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |

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| Cost of learning packages | Where free learning is not available subsidised learning will be sourced. In cases where this is not possible there may be a learning bursary | Key Worker Partners with support from all delivery partners | Participant data | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |
| Employment opportunities without training attached | Work with potential employers to identify training opportunities they could provide and apprenticeships | Key Worker Partners with support from all delivery partners | x/100 participants move into employment or self-employment | Data collection commences March 17, then ongoing at quarterly review meetings and from claim data | Amber |

Step 5: Equality and Diversity in Management and Delivery

| Barrier/issue | Steps, actions & activities to overcome/address barriers & issues | Responsibility | Indicator | Dates Reviewed | Traffic Light Status |
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| Representation at Strategic Level and within delivery partners Creating accountability and a support network | <p>From the onset Equality and Inclusion has been centric to developing the project.</p> <p>Overall strategic direction is provided to SELNET through a Board of Directors. The directorship is made up of individuals from diverse backgrounds, including; BME females, a Faith Sector Representative, individuals aged 50+, physical and learning disability. Having diversity at a strategic level ensures an in-depth understanding of some of the issues and barriers that beneficiaries of the project may face.</p> <p>A project development group consisting of SELNET, lead partners and the Equality Inclusion representative will be created. The group will be established to drive this project forward and will continue to make extensive efforts to be inclusive of the views and voices of the wider partnership when further developing and delivering the project.</p> | Selnet Lancashire BME Network | | Project development group top be set up Q3, 2017 | Red |

| | <p>To date an Equality and Inclusion lead has been party to project development meetings which ensured consistency of approach. The Equality Lead will feature heavily in the future management of the project and the role will be to;</p> <ul style="list-style-type: none"> • Provide a resource for partners on E&D matters and queries • Review project documentation from an E&D perspective • Advise on how to include E&D within project evaluation • Role on Steering Group • Support partners to implement, improve or amend E&D policies and procedures. <p>Any Recruitment to project teams will follow equality and diversity policies and procedures and project partners will be supported in adopting a minimum standard. Recruitment policies have been approved and are in place and will be used as a benchmark for partner's recruitment policy and procedures. No person or group will be treated less favourably in recruitment due to having a protected characteristic.</p> | | | | |
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| Implementation and review of equalities policies and procedures | | | | | |
| Barrier/issue | Steps, actions & activities to overcome/address barriers & issues | Responsibility | Indicator | Dates Reviewed | Traffic Light Status |
| Ongoing support and implementation of the equality and diversity action plan | As part of the due diligence checks in the SOI document, all partners had to demonstrate they had an Equality and Diversity policy and procedure in place | Selnet | 47 partners have E&D policies checked. | May 2015 | Green |
| | The project development group will meet quarterly to review progress against the equality action plan. Equality will be a standing item on the agenda at these meetings and will include partner feedback to identify any gaps in provision, shortfalls against equality targets and direction. Progress will be measured at these meetings using an agreed template, identifying risk and mitigation. | Selnet | | Project development group top be set up Q3, 2017 | Red |

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| All partners will be able to access support to review and enhance their E&D policies, procedures and practice to ensure consistency in understanding and delivery of the project across the partnership. | Selnet and Lancashire BME Network | | Yes through: Quality Officer working in conjunction with E&D consultant – in post July 17 | Amber |
| A Partners forum will be established to form a supportive network to ensure good practice can be shared with others. | Theme Leads | | Monthly partner meetings | Green |
| Data collection, monitoring and review will provide the steering group with a picture on progress. Support plans will be put in place with partners if necessary including 1-1 and peer support. | Selnet | | Yes through: Quality Officer working in conjunction with E&D consultant – in post July 17 | Amber |
| Service users/beneficiaries will be encouraged and supported to provide feedback on service provision through regular consultation and feedback and this will be reviewed quarterly by the steering group any actions taken to address any issues. | Theme Leads | | Yes through: Quality Officer working in conjunction with E&D consultant – in post July 17 | Amber |
| Evaluation of the whole programme half way through delivery. Any outstanding Equality and Diversity issues will be addresses | Selnet | | January 2018 | Amber |