

COMMITTEE ON EQUALITY OF OPPORTUNITY

Date: 25 May 2000
Time: 9.30 am
Venue: Committee Room 2, National Assembly Building
Title: **DRAFT WORKPLAN FOR EQUALITY POLICY UNIT**

EQUALITY POLICY UNIT - WORK PLAN

The Equality Policy Unit's role is assist the Assembly in meeting its statutory obligations in respect of equality and in meeting the equality objectives in "Better Wales" and in delivering Better Government.

Objectives

The Equality Policy Unit's objectives fall into four areas:

- acting as a catalyst for, and promoter of, change;
- providing a centre of expertise and advice on best practice;
- in support of that function, maintaining a dialogue with organisations representing minority and disadvantaged groups;
- assisting and supporting the work of the Equal Opportunities Committee.

Under those headings the Unit's work involves the following.

Promoting change

- Work with Assembly divisions to take forward the findings from the equality baseline survey. Draw on the findings of the survey, identifying and priority areas for action. Secure the commitment of senior management to priorities. Monitor developments;
- Consider the needs for specific training and raising the awareness of equality issues within the Assembly, identify ways of addressing those needs that will have the required impact on the attitudes and culture of the organisation. Monitor the outcomes of training and awareness raising;
- Review the Assembly's arrangements for consulting with voluntary sector equality organisations in Wales and assist in the development of effective mechanisms for channelling their views into the Assembly. Monitor the account taken of the views of organisations;

Advice and expertise

- Provide a central resource for the Assembly, to provide advice and guidance on how equal opportunities can be mainstreamed into specific policy areas, drawing on experience in other parts of the UK;
- Keep abreast of legislation and other national equality initiatives in order to keep Assembly policy divisions informed when legislation has the potential to impact on their areas of responsibility;

Dialogue

- Maintain and build on good relations and communications with CRE, EOC and Disability Rights Commission;

Equal Opportunities Committee

- support the Committee by providing advice and guidance on equality policy issues, responding to correspondence on equality issues, co-ordinating the Annual report requirements and assisting in the audit / monitoring work of the Committee.

Work Plan Tasks

1. Actions

Promoting change

1.1. Assist Assembly divisions with the development of actions/action plans in response to the findings of the equality survey **March 2001**.

1.2. Monitor Divisional Plans for inclusion of appropriate measures to promote equality. **June 2000**

1.3. Develop a programme for encouraging a dialogue on equality issues via team briefings and other means of communications. **July 2000**.

1.4. Develop tools to assist policy divisions to mainstream equal opportunities e.g. checklist of questions, laminated card, guidance for handbook **September 2000**

1.5. In partnership with sponsor divisions, explore most effective ways to raise awareness of equal opportunities issues with sponsored bodies (including Health Bodies) and to support them in taking this issue forward with them. **March 2001**

1.6. Report to the Assembly Cabinet the implications for the Assembly of the MacPherson Report and Action Plan on the Inquiry into the death of Steven Lawrence. **December 2000**

1.7. In conjunction with Personnel Management Division audit equal opportunities in the Assembly's recruitment, promotion and career progression practices. Build commitment to diversity into competencies and staff appraisal scheme. **August 2000**

1.8. Develop consultative frameworks for Race, Gender and Disability organisations in conjunction with Equality organisations. **March 2001**

1.9. Develop equal opportunities training modules within Assembly training programme to raise awareness of equal opportunities and human rights issues for staff. **October 2000**. Training in valuing diversity and managing inclusion to be provided for senior staff by **November 2000**.

1.10. Develop an induction pack for staff to include specific information about the Assembly's commitment to equal opportunities by **July 2000**.

1.11. Liaise with the Public Appointments Unit to develop a new action plan to promote equal opportunities in public appointments. **July 2000**

1.12. Facilitate and develop discussions on the equality policies of Assembly Sponsored Public Bodies and Health Bodies. **March 2001**

1.13. Produce Action Plan for promoting gender equality following the conclusion of the Wales Listening to Women exercise **June 2000**

1.14. Implement and develop actions from Wales Listening to Women exercise.

1.15. Develop actions to take forward the Assembly Leadership Challenge obligations. **March 2001**

Advice and expertise

1.16. Provide advice and guidance on equal opportunities best practice to the Assembly as requested. **(ongoing)**

1.17. Consider the implications for the Assembly in proposed changes to the Race Relations Act. **July 2000** (dependent on legislation)

1.18. Maintain links with the Women's Unit, Cabinet Office to keep abreast of developments and initiatives relating to women at the national level and take action in Wales. **(ongoing)**

1.19. Actions in relation to the implementation of the Disability Rights Task Force report (see Annex). **March 2001**

1.20. Ensure there is proper liaison between the Assembly and Welsh consortia in relation to the implementation of the new Immigration and Asylum Act arrangements by **September 2000** and thereafter monitor the implementation of the arrangements. (**ongoing from Autumn 2000**)

1.21. Ensure public authorities in Wales are aware of their responsibilities under the Human Rights Act by **October 2000** (including seminars, training, reports and conferences). and thereafter maintain a centre for advice (**ongoing**).

1.22. Build up support material including a specialist equal opportunities library to include central reference information source and Intranet page/s. (**ongoing**)

Dialogue

1.23. Actions in relation to the Disability Rights Commission (see Annex). **June 2000**

1.24. Maintain links with Home Office and DFEE to keep abreast of developments and initiatives at the national level and consider the implications for Wales. (**ongoing**)

1.25. Set up a data base of representative groups **September 2000**

1.26. Establish networking arrangements (**ongoing**)

1.27. Stage roadshows to raise awareness of how equality of opportunity is being taken into account in the Assembly's policies **September 2000**

1.28. Set up job exchange scheme with partner bodies **September 2000**

Equal Opportunities Committee

1.29. Support Standing Committee on Equality of Opportunities. (**ongoing**)

2. Evaluation

2.1. Compile annual report for the Equal Opportunities Standing Committee on progress against action plan **June 2000**.

2.2. Identify priority areas for improving the collection of data which can be disaggregated

December 2000

2.3. Identify specific data collection requirements relating to key targets **December 2000**

2.4. Monitor and audit Divisional Equality Action Plans **February 2001**

Annex A

Specific Actions

Gender

Following the launch of the Government's Agenda for Women. There are key issues which the UK Government is committed to making progress on which we in Wales will also have to consider. These include:

1. plans to reduce violence against women;
2. research into the attitudes and aspirations of teenage girls;
3. a programme of work to improve the employment and earnings opportunities of women;
4. a campaign to encourage employers to take up family friendly employment policies.
5. Following up the recommendations from the Listening to Women roadshows.
6. Liaison with Cabinet Office, EOC and Women's Groups.

Race

The Macpherson Report of the Inquiry into the death of Stephen Lawrence, is one of a number of race issues that will need to be addressed.

The key issues include:

1. Macpherson Report Action Plan - analysis, development and implementation; including consideration of implications for Wales of the Race Relations (Amendment) Bill.
2. Immigration and Asylum Bill - co- ordination of Welsh interests;
3. Black and Ethnic minority Community Access to the National Assembly for Wales – development and facilitation of mechanisms;
4. Multi-Agency Forum – strategic active support;
5. CRE Leadership Challenge – development and implementation of action plan;
6. Liaison with Home Office/CRE and Race Equality Councils.

Disability

The main issues identified include:

Disability Rights Commission

Liaison with DRC

Launch of DRC in Wales

Disability Rights Task Force Report

Contact various Divisions re comment on the report

Produce Assembly draft response to Task Force Report

Draft paper for EOC re Assembly Response to Task Force Report

Disability Discrimination Act

Co-ordination of NafW responses to DfEE re the later rights of Part III of the Disability Discrimination Act

Providing advice and briefing as requested in respect of the DDA.

Influencing Policies – Liaison

a. External

Meetings to be arranged with: Wales Council for the Blind, Wales Council for the Deaf and some organisations in North Wales.

Ongoing links with other disability organisations ad hoc

b. Internal

Links with various NafW Divisions as necessary

Links with Central Government

Human Rights Act 1998

1.4. Develop tools to assist policy divisions to mainstream equal opportunities e.g. checklist of questions, laminated card, guidance for handbook
September 2000

1.5. In partnership with sponsor divisions, explore most effective ways to raise awareness of equal opportunities issues with sponsored bodies (including Health Bodies) and to support them in taking this issue forward with them.
March 2001

1.6. Report to the Assembly Cabinet the implications for the Assembly of the MacPherson Report and Action Plan on the Inquiry into the death of Steven Lawrence. **December 2000**

1.7. In conjunction with Personnel Management Division audit equal opportunities in the Assembly's recruitment, promotion and career progression practices. Build commitment to diversity into competencies and staff appraisal scheme.
September 2000

OP

3.4.1

BG

As part of this the Equality proofing of all training courses **March 2001**

1.8. Develop consultative frameworks for Race, Gender and Disability organisations in conjunction with Equality organisations. **March 2001**

1a. Development and Implementation

2001

Ref May Jun Jul Aug Sept Oct Nov Dec Jan Feb Mar

1.9. Develop equal opportunities training modules within Assembly training programme to raise awareness of equal opportunities and human rights issues for staff. Pilot by **October 2000**. Thereafter **Ongoing** Training in valuing diversity and managing inclusion to be provided for senior staff by **November 2000**.

BG

1.10. Develop an induction pack for staff to include specific information about the Assembly's commitment to equal opportunities by **July 2000**.

BG

Develop staff 'feedback focus groups' **November 2000**

1.11.Liaise with the Public Appointments Unit to develop a new action plan to promote equal opportunities in public appointments. **July 2000**

1.12. Facilitate and develop discussions on the equality policies with Assembly Sponsored Public Bodies and Health Bodies. **March 2001**

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1.15.Develop actions to take forward the Assembly Leadership Challenge obligations. **March 2001**

1b. Advice and Expertise

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1.16.Provide advice and guidance on equal opportunities best practice to the Assembly as requested. **(ongoing)**

1.17. Consider the implications for the Assembly in proposed changes to the Race Relations Act. **July 2000** (dependent on legislation)

1.18. Maintain links with the Women's Unit, Cabinet Office to keep abreast of developments and initiatives relating to women at the national level and take action in Wales. **(ongoing)**

1.19. Actions in relation to the implementation of the Disability Rights Task Force report **March 2001**

1.20. Ensure there is proper liaison between the Assembly and Welsh consortia in relation to the implementation of the new Immigration and Asylum Act arrangements by **September 2000** and thereafter monitor the implementation of the arrangements. **(ongoing from Autumn 2000)**

1.21. Ensure public authorities in Wales are aware of their responsibilities under the Human Rights Act by **October 2000** (including seminars, training, reports and conferences). And thereafter maintain a centre for advice **(ongoing)**.

1.22. Build up support material including a specialist equal opportunities library to include central reference information source and Intranet page/s. **(ongoing)**

1c. Dialogue

2001

Ref May Jun Jul Aug Sept Oct Nov Dec Jan Feb Mar

1.23. Actions in relation to the setting up of the Disability Rights Commission **June 2000**

1.24. Maintain links with Home Office and DFEE to keep abreast of developments and initiatives at the national level and consider the implications for Wales. **(ongoing)**

1.25. Set up a data base of representative groups **September 2000**

OP

3.4.3

BG

1.26. Establish and facilitate equality networking arrangements **(ongoing)**

OP

3.4.3

1.27.Stage roadshows to raise awareness of how equality of opportunity is being taken into account in the Assembly’s policies Pilot by **September 2000** Thereafter **Ongoing**

OP

3.4.3

BG

1.28.Set up job exchange scheme with partner bodies **September 2000**

OP

3.4.3

Equal Opportunities Committee

1.29.Support Standing Committee on Equality of Opportunities. (**ongoing**)

2. Evaluation

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2.1. Compile annual report for the Equal Opportunities Standing Committee on progress against action plan **June 2000.**

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2.2. Identify priority areas for improving the collection of data which can be disaggregated **December 2000**

2.3. Identify specific data collection requirements relating to key targets **December 2000**

2.4. Audit Divisional Equality Action Plans and Assembly policies **February 2001**

OP

3.4.1

