

### Appendix 3: Progress against Equalities Action Plan 2018/19

Equalities Action Plan 2018/19	Lead	Timescale	Progress at June 2019	Comment
<b>Mainstream equalities into the business of the organisation</b>				
Monitor existing commitments to incorporate equalities considerations into strategies and decision-making, ensuring due regard is given to the needs of different groups	Deputy Chief Executive Strategic Directors Legal and Governance	Ongoing via EIAs	Ongoing via EIAs	
Leading on the development and implementation of a fully mainstreamed approach to Equalities within the council following the departure of the Equalities Lead.	Deputy Chief Executive CMT EDI Lead Strategic Directors Strategy Team	September 2018 onwards	Commenced and ongoing for 2019	See 2019/20 action plan
Set-up and develop a network of Equalities Champions to provide peer to peer equalities support across the council.	Strategy Team Equalities Champions	September 2018	Completed	A review of the Equalities Champions programme will be carried out in 2019
Hold quarterly Equalities Champions Network meeting to monitor the effectiveness and gather feedback on the new approach	Strategy Team Equalities Champions	Quarterly from September 2018	Ongoing	First meeting took place on 28 November 2018
Produce an Annual Equalities Report setting out the Council's commitment and activities relating to equalities and analysing key equality issues, trends and priorities, and publish this on the council's website	Strategy Team	To be published in June 2019	Completed	Annual Equalities Report 2018/19 submitted to Policy and Resources Committee, 11 June 2019
Monitor progress against the council's Strategic Equalities Objective and identify any	Strategy Team	To be published	Published through the	The indicators can be found in the Annual

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emerging issues shown by the data		in June 2019	Annual Equalities Report 18/19.	Equalities Report, section 3.4
<b>Incorporate equality considerations into the business planning process</b>				
Review the current integration of equalities into the business planning process and implement any steps needed to improve this, as laid out in the Internal Audit Report	Strategy Team Legal Services Strategic Directors Corporate Finance and Delivery Units (DUs)	January 2019	Commenced and ongoing for 2019	A meeting is scheduled for June 2019 with Legal Services and Finance to review current processes for the 2019/20 business planning process
Develop analysis of the cumulative impact on specific groups (particularly protected characteristics) of decisions taken to set the Council's budget for 2019-20, and publish this with the 2019-20 budget report.	Strategy Team	February 2019	Completed	
An update to the Strategic Equalities Objective and performance measurement as part of the business planning process and update of the Corporate Plan	Strategy Team Strategic Directors	November 2018- March 2019	Completed	

<b>Equalities Action Plan 2018/19</b>	<b>Lead</b>	<b>Timescale</b>	<b>Progress at June 2019</b>	<b>Comment</b>
<b>Resources, support and capacity-building</b>				
Maintain guidance and support on equalities	Strategy Team Legal Services Programmes and Performance Team	Ongoing	Ongoing	
<b>Promote community cohesion and resilience</b>				
Support the Communities Together Network to promote community wellbeing and encourage safe and cohesive communities (facilitating three meetings a year; developing and delivering a forward plan)	Strategy Team	Ongoing.	Ongoing	
<b>Policy and horizon-scanning</b>				
Maintain a horizon-scanning process to identify any relevant policy developments, their impact, and any response needed (such as the upcoming reviews of the Human Rights Act and the Public Sector Equality Duty).	Strategy Team	Ongoing	Ongoing	Strategy Team will be producing regular policy briefings in an email bulletin. These will look ahead at local, national and international policy developments, including those with Equalities impact
Carry out an annual review of the Council's Equalities Policy to ensure it remains up to date and accessible internally and externally via intranet and internet pages.	Strategy Team	December 2018	Commenced	The Equalities Policy will be updated over the summer of 2019

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<b>Support a robust and representative corporate consultation and engagement function</b>				
Work with the Council's Local Voluntary and Community Sector (VCS) through CTN and community participation lead to engage with hard to reach groups and communities and understand any key equalities issues.	Strategy Team Communications	Ongoing	Ongoing	The Strategy Team continue to work with partner organisations in order to engage with Barnet's diverse communities. For example, the recent establishment of a Muslim Network has enabled positive discussions between members of different Islamic faiths.
Use the Communities Together Network (CTN) where appropriate to support relevant corporate consultation and engagement	Communications Strategy Team	Ongoing	Ongoing	For example, the CTN was used to encourage people to participate in the consultation on the refresh of council priorities to inform the Corporate Plan, Barnet 2024.  The CTN was also a key stakeholder in the development of the 2018 Community Participation Action

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				Plan.