

EQUALITY WATCH SCHEME 2009 -2012 FINAL VERSION

1. Executive Summary

1.1 The purpose of this report is present the final version of the Council's Equality Watch Scheme to Cabinet for approval. This follows the public consultation exercise which began following the Cabinet report of the 27th November 2008.

1.2 The Equality Watch Scheme is the Council's corporate single equality scheme, including an action plan for the period April 2009 to March 2012, and aims to mainstream all six equality strands in employment and service delivery:

- Gender (including transgender)
- Disability
- Race
- Sexual Orientation
- Age
- Religion or Belief



Also taking into consideration multi-forms of discrimination

1.3 The Equality Watch Scheme is critical to the delivery of the council's aim to improve accountability, accessibility and openness and involve those who use our services in their design and delivery, which is aligned to the strategic objective to create an excellent council.

2. Background

2.1 The Equality Watch Scheme details the actions that will be taken across the whole council over the next three years to eliminate any discriminatory practices and to promote equality and recognise diversity within employment and service delivery. The scheme also provides the framework for the Council achieving 'Excellent' status within the new and emerging Equality Framework for Local Government.

2.2 The Equality Watch Scheme replaces the Council's individual Race, Disability and Gender Equality Schemes. However, the new scheme takes into account the Council's statutory equality duties under the Race Relations Act 1976, the Sex Discrimination Act 1975, and the Disability Discrimination Act 2005. The scheme also gives appropriate regard to the forthcoming Single Equality Act relating to sexual orientation, age, religion or belief.

2.3 The Equality Watch Scheme will be co-ordinated by the Council's Corporate Equality and Diversity Co-ordinator, who will be supported by the Corporate Equality Watch Team and Departmental Equality Lead Officers, and will report directly to the Corporate Equality and Inclusion Group. The Council will also work in partnership to actively promote involvement of external stakeholders, including voluntary and community sector projects and peers within other public sector organisations.

2.4 As well as the Equality Watch Scheme, there are 6 Council departmental equality action plans for 2009 / 2010. Success will be measured through the Council's performance management system and by producing quarterly monitoring reports for the Corporate Equality and Inclusion Group. A new Equality Watch Scheme Review Group will also be established during 2009 made up of members from a variety of stakeholders.

3. Outcomes from the Public Consultation

- 3.1 The public consultation period took place between 1 December 2008 and 28 February 2009. 7 people fed back their comments via telephone, 33 people fed back their comments via email, and 17 people fed back their comments via two consultation meetings. The Equality Watch Scheme was also produced in easy read format.
- 3.2 Overall the response was very positive with regard to the scope of the Council's action plan with comments like the following, 'Wirral Council are to be commended for not only embracing equality and diversity for its own workforce, but also for ensuring all services provided by the Council to the general public reflect the total equality and diversity to the highest degree'.
- 3.3 Participants were also keen to see the Council ensuring its policies and strategies are 'jargon free', would like to see more promotion on how to become a Councillor, believe the Council's website service(s) should be 100% accessible, and would like to see more two-way communication between the Council, diverse communities and the voluntary and community sector.
- 3.4 Most suggestions made by the public have been incorporated within the final version of the Equality Watch Scheme (see Appendix A), and do not have any additional implications for the Council as documented in the previous Cabinet report dated 27 November 2008. However, a small number of comments will be incorporated into the second Equality Watch Scheme for 2012 to 2015, for example 'working towards developing just one single equality scheme for Wirral for all organisations to implement'.

4. Financial Implications

- 4.1 Most financial implications will be met within existing budgets. A sum of £68,000 will be required to implement elements of the Scheme. It is suggested that this additional sum is allocated from the Council's Efficiency Investment Budget as recorded in the previous Cabinet report dated 27 November 2008.
- 4.2 The actions identified in the scheme provide a co-ordinated approach to ensuring that the Council meets its legal duties to promote equality of opportunity and to eliminate unlawful discrimination and harassment within the organisation. The financial benefits from this are that it will reduce the potential for claims across the workforce and service users. The actions identified within the scheme will also have a number of added value benefits such as ensuring that the authority improves its standing as an employer of choice and also improving overall levels of customer satisfaction.

5. Staffing implications

- 5.1 There are no staffing implications arising from this report.

6. Equal Opportunities implications

- 6.1 The Council will meet its legal duties to promote equality of opportunity, to eliminate any unlawful discrimination or harassment, to promote good relations and positive attitudes, and to promote involvement.
- 6.2 There may be a decrease in the number of claims from the workforce and customers based upon discriminatory practices.
- 7. Community Safety implications**
- 7.1 There are no community safety implications arising from this report.
- 8. Local Agenda 21**
- 8.1 There are no environmental implications arising from this report.
- 9. Planning implications**
- 9.1 There are no planning implications arising from this report.
- 10. Anti-poverty implications**
- 10.1 There are no anti-poverty implications arising from this report
- 11. Social inclusion implications**
- 11.1 There are no negative implications that will potentially exclude individuals or groups from accessing services arising from this report.
- 12. Local Member Support implications**
- 12.1 There are no issues mentioned in the report that are particularly relevant to a ward or small number of wards. However, equality and diversity are borough wide issues to be addressed by all members.
- 13. Recommendations**
- 13.1 Cabinet members are recommended to agree the final version of the Equality Watch Scheme 2009 to 2012.

**JIM WILKIE
DEPUTY CHIEF EXECUTIVE**



EQUALITY WATCH SCHEME

2009 to 2012

**Services and Employment
Opportunities for All**

**Final Draft
April 2009**

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<p>مجلس ویرال Wirral ملتزم بامكانية توفير المعلومات ليتمكن الحصول عليها بواسطة كل فرد. يمكنك الذهاب الى وحددة الخدمات المتعددة او اتصل تلفونياً على مركزنا للاتصالات على الرقم 2020 606 (0151) للمساعدة والنصح إذا ترغب في المعلومات مترجمة او في شكل آخر كالكتابة بخطوط كبيرة، بكتابة بريل او شريط كاسيت.</p> <p>(Arabic)</p>
<p>উইরাল কাউন্সিল সকলের কাছে তথ্য পৌছে দেওয়ার জন্য দায়বদ্ধ। আপনি আমাদের ওয়ান-স্টপ-শপে ভিজিট করতে পারেন বা আমাদের কল সেন্টারে (0151) 606 2020-এই নম্বরে সাহায্য ও পরামর্শের জন্য ফোন করতে পারেন যদি আপনি তথ্য অনুবাদিত, অন্য ফরম্যাটে, বড়ো হরফে ছাপায় বা ব্রেইল লিপিতে পেতে চান।</p> <p>(Bengali)</p>
<p>偉盧鎮議會致力為所有人士提供資訊。如果您需要某些資料翻譯成其他語文或編制成其他模式的版本（如大字體、凸字或錄音帶），您可以到就近的「一站店」或致電「傳訊中心」（0151606 2020）查詢。</p> <p>(Mandarin)</p>
<p>Tá Comhairle Wirral tiomanta le heolas a chur ar fail do gach duine. Is féidir leat cuairt a thabhairt ar an ionad ilfhreastail is áitiúla duit nó glaoch a chur ar an lárionad glaonna s'againn ar (0151) 606 2020 chun tacaíocht agus comhairle a fháil má tá eolas de dhíth orth aistrithe nó i bhfoirm éigin eile, mar shampla, cló mór, Braille nó closmheáin.</p> <p>(Gaelic)</p>
<p>विरल कौंसिल, सभी लोगों के लिए जानकारी को पहुंचयोग बनाने के लिए वचनबद्ध है। यदि आपको किसी जानकारी के हिन्दी में अनुवाद की या किसी और रूप में जैसे कि बड़े अक्षरों में छपाई, बरेल में या कैस्टि के रूप में अवाश्यकता हो तो सलाह और मदद प्राप्त करने के लिए आप अपनी स्थानीय वैन स्टाप शाप में जा सकते हैं या इस नम्बर पर (०१५१) ६०६ २०२० पर हमारे किसी भी एक काल सेंटर में टैलीफोन कर सकते हैं।</p> <p>(Hindi)</p>
<p>Rada Miejska Wirral stara się, aby informacje były dostępne dla wszystkich. Mogą Państwo odwiedzić miejscowy ośrodek informacyjny (one stop shop) lub zadzwonić do naszego biura obsługi klienta pod numer telefonu (0151) 606 2020 po wsparcie i porady, jeśli informacje wymagane są w innym języku lub formacie, np dużym drukiem, w wersji audio lub w alfabecie Braille'a.</p> <p>(Polish)</p>
<p>ਵਿਰਲ ਕੌਂਸਲ ਸਾਰਿਆਂ ਲਈ ਜਾਣਕਾਰੀ ਪਹੁੰਚਯੋਗ ਬਣਾਉਣ ਲਈ ਵਚਨਬੱਧ ਹੈ। ਜੇ ਤੁਹਾਨੂੰ ਜਾਣਕਾਰੀ ਦੇ ਪੰਜਾਬੀ ਵਿੱਚ ਤਰਜਮੇ ਦੀ ਜਾਂ ਕਿਸੇ ਹੋਰ ਰੂਪ ਵਿੱਚ ਜਿਵੇਂ ਕਿ ਵੱਡੇ ਅੱਖਰਾਂ ਵਿੱਚ ਛਪਾਈ, ਬਰੇਲ ਵਿੱਚ ਜਾਂ ਕੈਸਟ ਦੇ ਰੂਪ ਵਿੱਚ ਲੋੜ ਹੈ ਤਾਂ ਸਲਾਹ ਅਤੇ ਸਹਾਇਤਾ ਲੈਣ ਲਈ ਤੁਸੀਂ ਆਪਣੀ ਸਥਾਨਿਕ ਵੈਨ ਸਟਾਪ ਸ਼ੌਪ ਵਿੱਚ ਜਾ ਸਕਦੇ ਹੋ ਜਾਂ ਇਸ ਨੰਬਰ (0151) 606 2020 ਤੇ ਸਾਡੇ ਕਿਸੇ ਕਾਲ ਸੈਂਟਰ ਵਿੱਚ ਟੈਲੀਫੋਨ ਕਰ ਸਕਦੇ ਹੋ।</p> <p>(Punjabi)</p>
<p>Gollaha Wirral waxa uu isku xil-saarey in uu wargelinta ka yeelo wax uu qof walba heli karo. Waxa aad booqan kartaa Dukaanka Hal-Mar-Joogsiga ah ee xaafadaada ama sooba wac xaruumtayada soo wicitaanka oo laga helo (0151) 606 2020 si aad tageero iyo la tallin uga hesho haddii aad u baahan tahay in wargelinta luqad kale loogu turjumo ama looga soo dhigo qaab kale sida far waaweyn, farta ee Braille ama cajallad maqal ah.</p> <p>(Somali)</p>
<p>ویرال کونسل معلومات کو ہر ایک کیلئے قابل رسائی بنانے کیلئے پابند عہد ہے۔ اگر آپ کو معلومات ترجمہ شدہ یا کسی دیگر شکل جیسے بڑے حروف، بریل یا آڈیو کی شکل میں مطلوب ہو تو آپ مدد اور مشورے کیلئے اپنے مقامی ون اسٹاپ شاپ پر آسکتے ہیں یا ہمارے کال سنٹر کو (0151) 606 2020 پر فون کریں۔</p> <p>(Urdu)</p>

**Foreword from Councillor Stuart Kelly
Lead Cabinet Member for Equality and Diversity**

Wirral Council is committed to embedding and mainstreaming equality and diversity across everything that it does as an organisation (as an employer, a service provider, a commissioner and as a leadership organisation for Wirral's diverse communities). This first Equality Watch Scheme sets out a three year action plan for the whole Council (Members and Employees) to ensure that no person accessing services from the Council, or working for it, suffers from any discrimination, harassment, barriers or exclusion, especially on account of their gender, disability, race, age, sexual orientation, religion or belief. The Equality Watch Scheme outlines what the Council will do to actively promote equality and encourage diversity through the following equality and diversity aims:

1. High quality and appropriate services where needed
2. A range of participation models to further develop service delivery
3. Understanding the needs of a diverse range of customers
4. A diverse, well-informed and supported workforce
5. Effective partnerships, both internally and externally

I look forward to everyone within the Council, our partners and communities making a real difference when delivering the enclosed action plan.



**Foreword from John Webb, Director of Adult Social Services
Lead Director for Equality and Diversity**

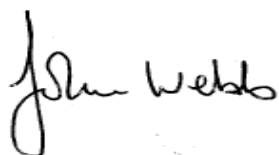
The Equality Watch Scheme 2009–2012 represents the many achievements in Wirral over the last 12 months. This partnership working among all council departments, trade unions, Wirral's diverse communities and partner organisations enables us to:

- Identify and Prioritise what the Council needs to do over the next 3 years to:
- Promote equality of opportunity
- Eliminate any unlawful discrimination and harassment
- Promote good relations and positive attitudes and
- promote involvement

As well as the Equality Watch Scheme, there are 6 Council departmental equality action plans for 2009 / 2010. Success will be measured through the Council's performance management system and by producing quarterly monitoring reports for the Corporate Equality and Inclusion Group. A new Equality Watch Scheme Review Group will also be established during 2009 made up of members from a variety of stakeholders.

The Council will also be working towards achieving 'Excellent' status within the new and emerging Equality Framework for Local Government, after being assessed for level 3 of the existing Equality Standard for Local Government during May 2009.

I am delighted to support and endorse the Council's first Equality Watch Scheme for 2009 – 2012.



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WHAT IS WIRRAL COUNCIL'S EQUALITY WATCH SCHEME?

The Equality Watch Scheme is the Council's equality and diversity action plan for the period April 2009 to March 2012, covering all six equality strands:

- Gender (including transgender)
- Disability
- Race
- Sexual Orientation
- Age
- Religion or Belief



Also taking into consideration multi-forms of discrimination

The Equality Watch Scheme details the actions that will be taken across the whole council to eliminate any discriminatory practices and to promote equality and recognise diversity within employment and service delivery. The scheme also provides a framework for the Council to achieve 'Excellent' status within the new and emerging Equality Framework for Local Government.

The Equality Watch Scheme replaces the Council's Race, Disability and Gender Equality Schemes. However, this scheme does take into account the Council's statutory equality duties under the Race Relations Act 1976, the Sex Discrimination Act 1975, the Disability Discrimination Act 2005, and all relevant amendments. The Equality Watch Scheme also gives appropriate regard to the forthcoming Single Equality Act relating to sexual orientation, age, religion or belief.

The Equality Watch Scheme is co-ordinated by the Council's Corporate Equality and Diversity Co-ordinator, who will be supported by the Corporate Equality Watch Team and Departmental Equality Lead Officers. The Council will also work in partnership to actively promote involvement of external stakeholders, including voluntary and community sector projects and peers within other public sector organisations. An Equality Watch Scheme Review Group will be established during year one made up of members from a variety of stakeholders.

The three year action plan is split into four sections and will be reviewed on an annual basis:

Sections	Sub-Sections
1. Promoting Equality of Opportunity	<ul style="list-style-type: none"> • Workforce • Corporate Governance • Inclusive Access • Communication
2. Removing Any Unlawful Discrimination & Harassment	<ul style="list-style-type: none"> • Workforce • Corporate Governance • Inclusive Access • Communication
3. Promoting Good Relations & Positive Attitudes	<ul style="list-style-type: none"> • Workforce • Corporate Governance • Inclusive Access • Communication
4. Promoting Involvement	<ul style="list-style-type: none"> • Corporate Governance • Inclusive Access • Communication

The Equality Watch Scheme also works alongside other local strategies, e.g.

- The Sustainable Communities Strategy
- The Local Area Agreement (incorporating National Indicators)
- The Comprehensive Engagement Strategy
- The Third Sector Strategy
- The People Strategy
- The Customer Access Strategy
- Community Cohesion Strategy
- Local Transport Plan (Accessibility Strategy)

How have we built your comments into the Equality Watch Scheme?

Over a twelve month period, the Corporate Equality Watch Team participated in numerous events and meetings:

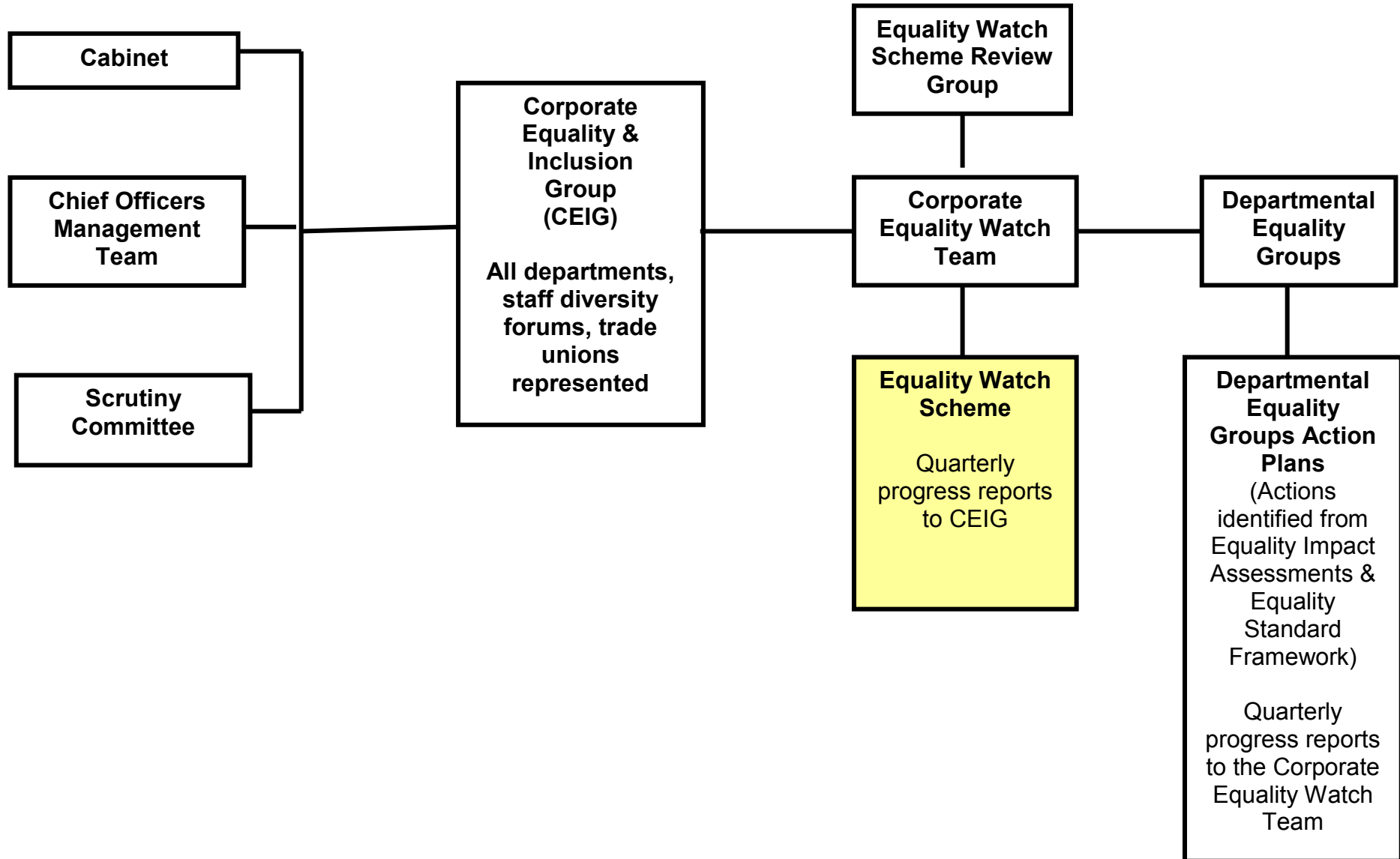
- January 2008
Voluntary Sector Network New Beginnings Conference (presentation questions)

Rainbow Partnership Focus Group (lesbian, gay, bisexual and transgender issues - participant)

Equality Standard for Local Government requirements mapped by the Corporate Equality and Inclusion Group (presentation and facilitation)
- May 2008
TransWirral Conference (presentation questions)
Race Equality Scheme review with the Black and Racial Minority Staff Diversity Forum (facilitation)
- June 2008
Hate Crime Seminar (participant)
- June & July 2008
Community cohesion review of Council funded Black and Racial Minority community services (facilitation)
- July 2008
Council equality and diversity vision statement and outcomes developed (departmental exercises)
- September 2008
Pilot Equality Watch Think Tank Session (organisation and facilitation)

Stonewall's Workplace Equality Index questionnaire with the Lesbian, Gay and Bisexual Staff Forum (participant)
- February 2008 to September 2008
Over 300 initial Equality Impact Assessments completed by all Council departments
- December 2008 to February 2009
Public consultation period (events, emails, telephone calls)

How will Wirral Council ensure the Equality Watch Scheme is implemented and monitored?



Equality Watch Scheme Actions 1. Promoting Equality of Opportunity	Council Lead	2009 / 2010	2010 / 2011	2011 / 2012
Workforce 1.1 Promote a series of staff policies to Managers to gain a greater understanding (2 every year): <ul style="list-style-type: none"> • Reasonable Adjustments / Redeployment • Bullying & Harassment / Capability • Flexible Working / Paternity 	Head of Human Resources	✓	✓	✓
Workforce 1.2 Review staff policies with regard to caring responsibilities: <ul style="list-style-type: none"> • Develop a Council statement • Incorporate council statement into staff policies (when developing new policies and when reviewing existing policies) 	Head of Human Resources	✓	✓	✓
Workforce 1.3 Deliver equality and diversity awareness sessions during the induction process for all new staff	Corporate Equality & Diversity Co-ordinator	✓	✓	✓
Workforce 1.4 Develop recommendations for a shared approach to Positive Action within employment	Head of Human Resources		✓	

Equality Watch Scheme Actions 1. Promoting Equality of Opportunity	Council Lead	2009 / 2010	2010 / 2011	2011 / 2012
Workforce 1.5 Review the Key Issues Exchange (appraisal) process to include equality and diversity competencies and behaviours for all Managers	Head of Human Resources	✓		
Workforce 1.6 Include equality and diversity questions within staff recruitment and selection procedures	Head of Human Resources	✓	✓	✓
Corporate Governance 1.7 Collect, store and analyse workforce equality data <ul style="list-style-type: none"> • Produce monitoring policy • 50% of workforce • 65% of workforce • 75% of workforce 	Head of Human Resources	✓ ✓	✓	✓
Corporate Governance 1.8 Implement revised Procurement Strategy to ensure all equality and diversity requirements are met	Procurement Manager	✓	✓	✓
Corporate Governance 1.9 Assess the Performance Improvement Management System (PIMS) for accessibility	Corporate Equality & Diversity Co-ordinator	✓		

Equality Watch Scheme Actions 1. Promoting Equality of Opportunity	Council Lead	2009 / 2010	2010 / 2011	2011 / 2012
Corporate Governance 1.10 Implement revised Risk Management Strategy to ensure equality and diversity requirements are met	Senior Risk Management Officer	√	√	√
Inclusive Access 1.11 Council published literature to include an alternative formats statement, in different languages where appropriate	Head of Tourism and Marketing	√	√	√
Inclusive Access 1.12 Promote the recruitment of alternative permanent carers (adopters, foster carers) from diverse communities that can match the needs of children in care	Head of Children's Social Care	√		
Communication 1.13 Compile equality and diversity articles for every issue of One Council magazine (every 3 months)	Corporate Equality & Diversity Co-ordinator	√	√	√

Equality Watch Scheme Actions 2. Removing Any Unlawful Discrimination & Harassment	Council Lead	2009 / 2010	2010 / 2011	2011 / 2012
Workforce 2.1 Review the absence management policy with regard to mental health related absence, disability related absence and carers related absence	Head of Human Resources		√	
Workforce 2.2 Review the Criminal Records Bureau checks process with regard to Transgender People	Head of Human Resources		√	
Workforce 2.3 Develop and implement a Gender Identity policy and guidelines	Head of Human Resources	√		
Workforce 2.4 Review the Criminal Records Bureau checks process with regard to Ex-offenders	Head of Human Resources		√	
Workforce 2.5 Develop and implement an equality and diversity training and skills framework for all staff and members, in line with appropriate Human Resources developments	Head of Human Resources	√	√	√
Workforce 2.6 Implement outcomes from the Equal Pay Review	Head of Human Resources	√		

Equality Watch Scheme Actions 2. Removing Any Unlawful Discrimination & Harassment	Council Lead	2009 / 2010	2010 / 2011	2011 / 2012
Corporate Governance 2.7 Quarterly reporting to Cabinet Committee of workforce equality data 2.8 Set employment targets based upon the above data	Head of Human Resources	✓	✓	✓
Corporate Governance 2.9 Develop an annual schedule of Equality Impact Assessments to be completed (initial and full), including a consultation process and timetable	Corporate Equality & Diversity Co-ordinator	✓	✓	✓
Corporate Governance 2.10 Ensure Equality Impact Assessments are included in service reviews	Departmental Equality Leads	✓	✓	✓
Corporate Governance 2.11 Monitor progress of all Departmental Equality Groups Action Plans on a quarterly basis	Departmental Equality Group Chairs	✓	✓	✓
Corporate Governance 2.12 Regularly update the schedule of equality legislation on www.wirral.gov.uk	Corporate Equality & Diversity Co-ordinator	✓	✓	✓

Equality Watch Scheme Actions 2. Removing Any Unlawful Discrimination & Harassment	Council Lead	2009 / 2010	2010 / 2011	2011 / 2012
Corporate Governance 2.13 Ensure Equality Impact Assessments and Action Plans are scrutinised by the Customer and Community Engagement Overview and Scrutiny Committee	Corporate Equality & Diversity Co-ordinator	✓	✓	✓
Inclusive Access 2.14 Review telephone services for accessibility and procure services accordingly	Corporate Equality & Diversity Co-ordinator	✓		
Inclusive Access 2.15 Review the website and intranet to ensure 100% accessibility by all	Corporate Equality & Diversity Co-ordinator	✓		
Inclusive Access 2.16 Review the Marketing Guidance to include inclusive environments for all, e.g. diverse images, size of text, page colours, alternative formats	Head of Tourism and Marketing	✓	✓	✓
Inclusive Access 2.17 Complete a minimum of 18 Council building access audits per annum and publish progress	Corporate Equality & Diversity Co-ordinator	✓	✓	✓

Equality Watch Scheme Actions 2. Removing Any Unlawful Discrimination & Harassment	Council Lead	2009 / 2010	2010 / 2011	2011 / 2012
Inclusive Access 2.18 Review online self-assessment procedures for customers for accessibility	Corporate Equality & Diversity Co-ordinator	✓		
Communication 2.19 Publish all completed Equality Impact Assessments via www.wirral.gov.uk	Corporate Equality & Diversity Co-ordinator	✓	✓	✓

Equality Watch Scheme Actions 3. Promoting Good Relations and Positive Attitudes	Council Lead	2009 / 2010	2010 / 2011	2011 / 2012
Workforce 3.1 Continued support to all Staff Diversity Forums	Corporate Equality & Diversity Co-ordinator	√	√	√
Workforce 3.2 Develop one equality and diversity campaign per annum for all staff and members	Corporate Equality & Diversity Co-ordinator	√	√	√
Corporate Governance 3.3 Continued membership of Wirral Equalities Forum, working in partnership with other public sector organisations	Corporate Equality & Diversity Co-ordinator	√	√	√
Corporate Governance 3.4 Continued membership of Merseyside Equalities Forum, working in partnership with other public sector organisations	Corporate Equality & Diversity Co-ordinator	√	√	√
Corporate Governance 3.5 Develop a framework for assessing, and improving, satisfaction among Council customers and workforce	Customer Services Manager & Head of Human Resources		√	
Corporate Governance 3.6 Collect, store and analyse Council customer equality data, including the development of a monitoring policy	Customer Services Manager	√	√	√

Equality Watch Scheme Actions 3. Promoting Good Relations and Positive Attitudes	Council Lead	2009 / 2010	2010 / 2011	2011 / 2012
Inclusive Access 3.7 Complete a Community Cohesion review of all Council funded community services, including: <ul style="list-style-type: none"> • Black & Racial Minority Services (completed 08/09) • Scope worship / belief venues • Disabilities services • Lesbian, gay and bisexual services • Age related services • Women's services 	Community Engagement Manager	✓ ✓	✓ ✓	✓
Inclusive Access 3.8 Service Managers and Members to attend a variety of diverse community events per annum	Corporate Equality & Diversity Co-ordinator	✓	✓	✓
Inclusive Access 3.9 Publish best practice diversity guidelines for staff organising events and catering	Corporate Equality & Diversity Co-ordinator	✓		
Inclusive Access 3.10 Establish a Wirral Hate Crime MARAC (Multi-Agency Risk Assessment Committee)	Hate Crime Manager	✓		

Equality Watch Scheme Actions 3. Promoting Good Relations and Positive Attitudes	Council Lead	2009 / 2010	2010 / 2011	2011 / 2012
Inclusive Access 3.11 Review all Council established Blue Badge parking bays	Corporate Equality & Diversity Co-ordinator		√	
Inclusive Access 3.12 Work in partnership with Mersey Transport in the implementation of the Local Transport Plan and Accessibility Strategy	Corporate Equality & Diversity Co-ordinator / Group Leader Forward Planning	√		
Inclusive Access 3.13 Complete a feasibility report for providing English language lessons for new migrants to Wirral, where appropriate	Corporate Policy Manager	√		
Communication 3.14 Targeted promotion of appropriate Council services to Wirral's diverse communities, via voluntary and community sector organisations	Community Engagement Manager	√		
Communication 3.15 Publish quarterly Equality Watch Newsletters: <ul style="list-style-type: none"> • E-version (May and November) • Printed version (February and August) 	Corporate Equality & Diversity Co-ordinator	√	√	√

Equality Watch Scheme Actions 4. Promoting Involvement	Council Lead	2009 / 2010	2010 / 2011	2011 / 2012
Corporate Governance 4.1 Collect, store and analyse Wirral population equality data from all available sources, and map demographic change	Senior Research & Information Officer	✓	✓	✓
Corporate Governance 4.2 Ensure equality and diversity considerations are embedded within the Comprehensive Engagement Strategy, e.g. stronger links to Wirral's seldom heard communities	Community Engagement Manager	✓		
Corporate Governance 4.3 Scope and review all stakeholders involved with the Council's equality and diversity programme	Corporate Equality & Diversity Co-ordinator	✓	✓	✓
Corporate Governance 4.4 Ensure equality and diversity considerations are embedded within the Third Sector Strategy, e.g. promoting the benefits of the voluntary and community sector among council staff and members, and establishing stronger partnership arrangements	Community Engagement Manager	✓		
Inclusive Access 4.5 Ensure all Council events and meetings take place in fully accessible venues, also taking into consideration times of meetings and transport networks.	Corporate Equality & Diversity Co-ordinator	✓	✓	✓

Equality Watch Scheme Actions 4. Promoting Involvement	Council Lead	2009 / 2010	2010 / 2011	2011 / 2012
Communications 4.6 Organise four Equality Watch events per annum	Corporate Equality & Diversity Co-ordinator	✓	✓	✓
Communications 4.7 Develop and publish an annual schedule of Council wide equality and diversity meetings	Corporate Equality & Diversity Co-ordinator	✓	✓	✓
Communications 4.8 Further develop the Equality Watch membership database: <ul style="list-style-type: none"> • 300 members in total • 400 members in total • 500 members in total 	Corporate Equality & Diversity Co-ordinator	✓	✓	✓