

ADVANTAGE WEST MIDLANDS

EQUALITY AND DIVERSITY ACTION PLAN 2007 – 2011

ACTION	MEASURE/OUTCOME	TIMESCALE	LEAD	RESOURCES
<p>Influencing and Supporting West Midlands Businesses to adopt Equality and Diversity Good Practice - Through Regional Leadership</p> <p>To actively promote Supplier Diversity to West Midlands Businesses through West Midlands Business Link and through our Strategic Companies</p>	<p>Improve access to procurement opportunities in the West Midlands to minority groups and third sector companies</p> <p>Increase the level of procurement in the West Midlands to minority groups and third sector companies</p>	<p>Business Link and Advantage West Midlands to deliver specific awareness of the benefits of supplier diversity to West Midlands Businesses and to ensure that a "specialist procurement hub" is available region wide commencing April 2008</p>	<p>Kwabena Osayande, Alison Lawson and David Hooper</p>	<p>Cost of raising awareness and pump priming of procurement hub/enhancement of existing hub(s)</p>
<p>To ensure that West Midlands Business Link is supported in developing its knowledge bank in order to support Businesses on Equality and Diversity issues</p>	<p>Improve Businesses as employers in terms of Equality and Diversity by ensuring that they have access to up to date information on legislative requirements, good practice and sources of professional support</p>	<p>Commissioning of mapping of information to be undertaken by November 2007. Business Link Knowledge Hub to be populated by April 2008</p>	<p>Kwabena Osayande and Gill Hamer</p>	<p>Cost of commissioning mapping of information (Approved)</p>
<p>To promote good practice in Equality and Diversity to our Strategic Companies evidencing the business benefits</p>	<p>Strategic Companies experience the business benefits of improved equality and diversity performance and act as regional champions</p>	<p>Communications programme to be agreed by December 2007 and delivery commenced by April 2008</p>	<p>Kwabena Osayande, Marie Greer and Steve Hodgson</p>	<p>Cost of communications</p>
<p>RegenWM to deliver as part of its annual awards programme a specific award for Regeneration Programmes demonstrating good practice in Equality and Diversity sponsored by Advantage West Midlands</p>	<p>Identification and recognition of good practice case studies and regional champions which will further raise awareness to Businesses across the West Midlands</p>	<p>To be included in award programme from the 2008/2009 financial year</p>	<p>Kwabena Osayande and Adrian Passmore</p>	<p>Sponsorship of award</p>

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<p>Programmes and Partners – Measuring the Equality Impact Assessment of Agency Funding</p> <p>To implement the relevant Equality and Diversity Standards required when applying for Agency funding throughout the application, contracting, delivery and evaluation process</p>	<p>Ensuring equality and diversity is integral in all agency funded programmes supporting the cohesion agenda and improving the West Midlands as a place to live work and invest</p>	<p>To be included as part of the new Agency processes to be launched in September 2007</p> <p>Internal training to be delivered in November 2007</p>	<p>Kwabena Osayande and PAWG</p> <p>Kwabena Osayande and PAWG</p>	<p>Element of overall cost of implementing BBPF</p> <p>Cost of internal training</p>
<p>Leading by Example - Meeting Legislative Requirements</p>				
<p>To ensure compliance with the Race, Disability and Gender Equality Schemes and to monitor and report on progress against the respective action plans on an annual basis.</p>	<p>Successful compliance with the relevant Equalities Duties as an Agency enabling Advantage West Midlands to lead by Example within the region</p>	<p>Action Plans to be agreed December 2007 and reviewed on an annual basis commencing December 2008</p>	<p>Kwabena Osayande and Internal Champions Group</p>	<p>Cost of procuring specialist advice as required</p>
<p>To develop a Single Equality Scheme and action plan that brings together the current schemes and those equality strands without a scheme i.e. age, sexual orientation, religion and belief.</p>	<p>Publication of an “innovative single equality scheme in the spirit of the Human Rights Act 1998 published on the Intranet and Corporate Website enabling Advantage West Midlands to lead by Example within the region</p>	<p>Draft scheme and action plan by June 2008 adopted scheme by March 2009.</p> <p>Progress against action plan to be monitored on an annual basis from March 2010</p>	<p>Kwabena Osayande and Internal Champions Group</p>	<p>Cost of procuring specialist advice as required</p>
<p>Strategy and Policy Influencing</p>				
<p>To Equality Impact Assess all key agency policy and strategy documents</p>	<p>Good practice policy and strategy development developed by Advantage West Midlands to be shared with partners.</p> <p>Aggregate Impact Report is able to demonstrate</p>	<p>Review to be undertaken on the 3 key policy documents each financial year commencing December 2007</p> <p>To be reported to DBERR in 2009</p>	<p>Kwabena Osayande and Policy & Strategy leads</p> <p>Kwabena Osayande and Catherine Smith</p>	<p>Internal people time</p>
<p>To ensure that the Agency has a robust and up to date evidence base in place to inform policy and programme development in order to help to deliver the aspirations of the West Midlands Economic Strategy</p>	<p>Maximise the impact of Agency funded programmes in the West Midlands by directly addressing the 20% productivity gap attributed to worklessness “linking opportunity to need”</p>	<p>Evidence base in place by March 2008</p>	<p>Kwabena Osayande and WMRO</p>	<p>Procurement of evidence base (approved)</p>

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Communications To form an internal Equality and Diversity Champions Group to develop good practice across the six strands and to work with the Communications Team in the sharing and implementation of good practice.	Wider ownership of Equality and Diversity issues Agency ensuring continuous improvement in line with Agency values and an increased number of equality and diversity champions helping to develop and share good practice internally and externally	Group to be established by December 2007	Kwabena Osayande	Internal staff resources
To develop and deliver an Equalities and Diversity Communications Plan to include <ul style="list-style-type: none"> • Intranet Page • Agency Briefings • Best Practice Catalogue • BLOG 	Increased awareness amongst all agency staff regarding the importance of Equality and Diversity issue and each individuals role in this.	Communication Plan to be completed by end of November 2007 and reviewed on an annual basis from October 2008	Kwabena Osayande, Deborah Lawrenson and Steve Hodgson	Internal Staff Resources
PM+R				
All Line Managers to identify and record during the annual review process "specifically" how each individual has contributed towards the Equality and Diversity agenda as part of the "personal" competency	Identification of good practice and development peer learning which will further improve the Agency's performance against the Equality and Diversity agenda and support its values around continuous improvement	Annual reviews 2007/2008 – to be completed by end of May 2008 Cumulative Report capturing good practice examples and identifying gaps in delivery against the Equality and Diversity agenda to be produced by the end of July each year commencing July 2008	Line Managers and every employee Kwabena Osayande and Lynne Duffill	Internal Staff Resources
To ensure that every new employee of Advantage West Midlands receives Equality and Diversity awareness as part of their induction programme and that all employees receive a range of refresher programmes on an annual basis	Every individual in the company has a good understanding of their role in delivering the equality and diversity agenda in everything they do both internally and externally The Agency delivers its statutory role in Equality and Diversity as an integral part of its day to day business and culture	Equality and Diversity Awareness Programme in place by October 2007 Training programme evaluated and reviewed on an annual basis commencing September 2008	Kwabena Osayande and Derek Francis Kwabena Osayande and Derek Francis	Internal Staff Resources

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