

REGIONAL STRATEGIC PARTNERSHIP FOR EQUALITY AND DIVERSITY

ACTION PLAN 2008/10

Action	Methodology	Timescale [Lead Member]	Measurables / Outputs	Outcomes [Review Comments]
<p>1. To develop the Future Options for the Partnership by identifying a willing and suitable 'host' as well as adequate financial and other resources to enable the Partnership to be effective to a high standard.</p>	<ul style="list-style-type: none"> • Set-up a working-group with regular meetings. • Involve all interested parties in the debate and scrutinize all future avenues for the Partnership with particular focus on supporting resources • Carmel Kerr to sit on Project Team for Partnerships Review 	<p>April 2008 – December 2008</p> <p>Lead Member: John Hall</p>	<ul style="list-style-type: none"> • A recognized and credible regional Partnership for Equality and Diversity matters • Engagement of interested bodies across the sectors • A clear and justifiable evidence base for the final decision on the future of the Partnership 	<p>The region continues to have a recognized and credible Regional Partnership which identifies, provides support, facilitates, influences and persuades at all levels and across all sectors on Equality and Diversity matters.</p>
<p>2. To continue to work with the Regional Hub for Equality and Human Rights Commission (EHRC) to ensure that the related needs and issues within the West Midlands are recognized and where possible addressed.</p>	<ul style="list-style-type: none"> • Regular meetings with the Regional EHRC Manager to discuss issues and solutions within the region. • Support appropriate regional networks of experts including VCS, business and statutory bodies to improve/maintain their skills and knowledge base • Promote the work both within the region and with CLG and the EHRC. • Continue to work with Local Authorities to develop and enhance current structures for delivering Equalities objectives through LAAs and other means. 	<p>April 2008 – March 2010</p> <p>Lead Member: Zahid Nawaz</p>	<ul style="list-style-type: none"> • Regional EHRC Manager is a member of the E&D Partnership. • Continued engagement with CLG and EHRC maintained. • Information on developments disseminated as appropriate 	<p>An EHRC presence which understands and meets the diverse needs of the West Midlands region. A good understanding by both employers and employees of how to benefit from the support on offer from the EHRC.</p> <p>A good understanding and undertaking by public bodies to meet the related public duties.</p>

Action	Methodology	Timescale [Lead Member]	Measurables / Outputs	Outcomes [Review Comments]
<p>3. To continue to represent the region on the Regional EHRC Network and ensure that the related needs and issues of the West Midlands are recognised and where possible addressed.</p>	<ul style="list-style-type: none"> • Carmel Kerr and one other to attend the Regional EHRC Network meetings in London • Regional input into, and feedback from, these meetings • Sharing of good practice with other regions 	<p>April 2008 – March 2010</p> <p>Lead Member: Zahid Nawaz</p>	<ul style="list-style-type: none"> • The Partnership represented on the national network • Dialogue and engagement with other regions established • Examples of good practice shared and where appropriate put in place in the West Midlands 	<p>The region is represented at a national level and engaged with other English regions.</p> <p>More sharing of good practice and support to and from other regions to deliver the equality and human rights agendas.</p>
<p>4. To continue act as the Steering Body for the SWM, Social Capital, Equality & Diversity Programme, (SCED) including ensuring that the SCED agenda is reflected in relevant regional strategies and programmes.</p>	<ul style="list-style-type: none"> • Regular agenda item on Partnership meetings • Monitoring items included under these agendas, ensuring that they are being addressed and remain on track • Contributing views both verbally and in writing • Hosting presentations and consultation events and providing verbal and written feedback • Where appropriate, attendance by members at SCED events • Providing a regional, strategic overview both verbally and in writing when required • Hosting the Annual SCED Programme event including the Partnership and Practitioners • Formal report in the Partnership's Annual Report 	<p>April 2008 – March 2009</p> <p>Lead Member: Jeremy Bruce</p>	<ul style="list-style-type: none"> • Progress reviewed and recorded at each Partnership meeting • Joint meeting held with SWM annually • Formal responses issued in relation regional strategic and delivery frameworks, such as WMRSS, WMES, Regional Health and Well-being Strategy • Opportunities identified in the region in relation to the 2012 Games • Presentations and consultation events hosted for each strategy considered with an average of 12 expert practitioners engaged • The above recorded in the Partnership's Annual Report 	<p>The diverse needs of the West Midlands region identified and included in the consideration and the development of regional strategies - with issues, barriers and possible solutions outlined.</p> <p>The profile of the social capital, equality and diversity agendas raised and related threats and opportunities taken into account in regional work.</p>

Action	Methodology	Timescale [Lead Member]	Measurables / Outputs	Outcomes [Review Comments]
<p>5. To continue to develop the Social Inclusion Indicators Index, which will be used in the review of the Regional Sustainable Development Framework (RSDF) to ensure that it reflects progress in understanding and measurement of SCED objectives.</p>	<ul style="list-style-type: none"> • Contribute to the SWM Policy Group and respond to opportunities to contribute to drafting RSDF sections as they arise. • Feed in the outcome of the Social Indicators work with the West Midlands Regional Observatory (WMRO), GOWM and AWM into the RSDF review. • Carmel Kerr to sit on the WMRSS Sustainability Appraisal Steering Group, which will use the RSDF as a base, to ensure that the equality and diversity agendas are reflected in this work 	<p>April 2008 – March 2010</p> <p>Lead Member: Jeremy Bruce</p>	<ul style="list-style-type: none"> • Revised RSDF has improved references and objectives relating to SCED • Amendments to the RSDF signed-off by the Partnership 	<p>A framework which will assist regional strategy and policy writers to ensure the consideration and inclusion of the social capital, equality and diversity agendas.</p>
<p>6. To organise and host the third summit for Regional Leaders to discuss equality & diversity, cohesion and inclusion agendas in an open and honest way reflecting on what has been achieved over the last 12 mths and what work should be undertaken within the region in the next 12 mths.</p>	<ul style="list-style-type: none"> • Set up a working-group which will be responsible for indentifying: <ul style="list-style-type: none"> - costs – fundraising where necessary - suitable venues - suitable speakers and chair - agree agenda and focus - issuing invitations - brief speakers - brief media - organize event 	<p>August 2008 – April 2009 (for Year 3)</p> <p>August 2009 – April 2010 (for Year 4)</p> <p>Lead Member: Roger McKenzie</p>	<ul style="list-style-type: none"> • Working-group set-up by August 2007 • Costs and funding identified by October • Venue and speakers booked and outline agenda agreed by November • Event hosted by April 2009 • Feedback circulated and on WMRA website 	<p>The profile of the West Midlands social capital, equality and diversity agendas brought to the attention of regional leaders.</p> <p>Regional leaders will have the opportunity to contribute to the agendas of both the Partnership and EHRC and identify key areas which they should focus on.</p>

Action	Methodology	Timescale [Lead Member]	Measurables / Outputs	Outcomes [Review Comments]
<p>7. To prepare and publish an Annual Report for 2008/09 outlining the work achieved by the Partnership and its planned work for 2009/10</p>	<ul style="list-style-type: none"> • Set-up a working-group which will be responsible for: <ul style="list-style-type: none"> - developing a project plan with clear milestones - identifying costs – fundraising where necessary - collating information throughout the year for inclusion in the report - identifying suitable articles and writers for the report - preparing the outline draft - marketing and media planning - publishing and distributing the report both in hard copy and electronically 	<p>September 2008 – June 2009 (for Year 3)</p> <p>September 2009 – March 2010 (for Year 4)</p> <p>Lead Member: Marie Greer</p>	<ul style="list-style-type: none"> • Working-group set-up by September • Costs and funding identified by December • Contributors identified and booked and outline draft agreed by December • Marketing and media agreed by December • Partnership Annual Report for 2008/09 published and disseminated by June 2009 	<p>The profile of the West Midlands social capital, equality and diversity agendas brought to the attention of regional and other stakeholders.</p> <p>More regional and national stakeholders reached.</p>
<p>8. To ensure that the 2012 Games are a model of good practice for Equality and Diversity and Sustainability within the West Midlands</p>	<ul style="list-style-type: none"> • Work closely with Culture West Midlands to ensure that the equality, diversity and sustainability agendas are embedded within its work • Establish a way in which this work can be taken forward through the CWM Equality & Diversity Group and GOWM • Ensure that this work is included in the SCED Programme • Partnership representation on lead regional 2012 groups • Look at how the CLG-led work on diversity for the 2012 Games can be delivered within the West Midlands • Representative from the Partnership to sit on 2012 Strategy Group 	<p>April 2008 – March 2010</p> <p>Lead Member: Zahid Nawaz</p>	<ul style="list-style-type: none"> • Agreed Terms of Reference with CWM • Host a consultation event to gather the views and support of stakeholders across the region • Issue findings and recommendations • Establish a plan for future working up to and including the 2012 Games • Look at the development a plan for evaluation post-2012 Games 	<p>The profile of the social capital, equality and diversity agendas raised and related threats and opportunities taken into account in regional work, such as access to events and participation, the use of volunteers, and furtherance of regeneration and community cohesion opportunities.</p>

Action	Methodology	Timescale [Lead Member]	Measurables / Outputs	Outcomes [Review Comments]
<p>9. To encourage and promote appropriate consideration and inclusion of <u>all</u> equality strands across sub regional partnerships in the region and thereby reduce inappropriate differential outcomes for specific communities.</p>	<ul style="list-style-type: none"> • Support appropriate networks of experts to share good practice and improve/maintain their skills and knowledge base • Work closely and support the West Midlands Local Authorities Equalities Network (WMLAEN), for example through the Equalities Standard Level 3 Peer Review • Develop an appropriate area of the [WMRA] website to post good practice and encourage debate • Provide learning and development opportunities for partnerships and agencies across the region to develop effective working relationships particularly with the Third Sector, i.e. VCS and Social Enterprise and ensure appropriate links are made with EHRC 	<p>April 2008 - March 2010</p> <p>Lead Member: Frank Reeves</p>	<ul style="list-style-type: none"> • Location of resources for WMLAEN Secretariat identified • Location/loading of information on website • Four learning opportunities/events by March 2009 • Evaluation of Peer Review Programme and identification of future support work required • Identification of funding for further support work for Local Authorities 	<p>A good understanding and undertaking by regional public bodies to meet the related public duties.</p> <p>A good understanding at regional level of the related diverse issues, opportunities and threats within local authorities.</p>
<p>10. To establish and maintain appropriate structures (and mechanisms) to support the consideration and inclusion of the broad cohesion agenda (including faith, radicalization, social capital) which will ensure the development and maintenance of sustainable communities</p>	<ul style="list-style-type: none"> • Location of additional support to provide expertise, knowledge and resources to help deliver this agenda. • Development of a work plan and appropriate group to identify priority issues for the region. • Development of links with the ICoCo in Coventry to provide expertise, research and knowledge in pursuit of the above. • Dissemination of good practice, knowledge across the region 	<p>July 2008- March 2010</p> <p>Lead Member: Ranuka Jagpal</p>	<ul style="list-style-type: none"> • Identify whether there is a regional need to develop a cohesion/ sustainability strategy for public consultation within the region • Production of outline work programme against which WMRA can bid for resources • Link to development of cohesion/ sustainability agendas at sub-regional level 	<p>Regional cohesion / sustainability issues identified and brought to the attention of appropriate stakeholders. Evidence base from which to develop a strategy, should it be required, which can provide a framework to enable compatible and supporting work to be undertaken at sub-regional level.</p>

Action	Methodology	Timescale [Lead Member]	Measurables / Outputs	Outcomes [Review Comments]
<p>11. To establish a Memorandum of Understanding (if appropriate) with the West Midlands Race Equality Advisory Board (WMREAB) which will enable it to contribute to the work of the Partnership in an effective manner</p>	<ul style="list-style-type: none"> • Meet with and discuss with WMREAB how this work can realistically be taken forward • Draft and agree Memorandum of Understanding with WMREAB • Agree how and what WMREAB can realistically contribute to • Identify a liaison point (possibly with the Accountable Body) for delivering this work 	<p>April 2008 – March 2009</p> <p>Lead Member: Ranuka Jagpal</p>	<ul style="list-style-type: none"> • Memorandum of Understanding agreed and in place (if appropriate) • Liaison point established • Contributions from WMREAB monitored, clearly recorded and incorporated into the work of the Partnership and its formal responses as appropriate 	<p>A stronger BME voice within the West Midlands.</p> <p>A more transparent method for taking BME contributions into account in regional matters.</p>
<p>12. To assess how best the European Charter for Equality of Women and Men in Local Life can be signed-up to in the West Midlands</p>	<ul style="list-style-type: none"> • Set-up a working-group which will be responsible for: <ul style="list-style-type: none"> - identifying those who can best influence this work and take it forward, particularly with members of the WMRA and WMLGA - identify how this work can be raised at a European level and how the region can contribute further to this work 	<p>April 2008 – March 2009</p> <p>Lead Member: John Hall</p>	<ul style="list-style-type: none"> • Establishment of a working-group which will have: <ul style="list-style-type: none"> - identified a number of champions for taking this work forward - equality and diversity items on the WMLGA and WMRA agendas - West Midlands equality and diversity issues raised on European agendas 	<p>Commitment from regional leaders to promoting equality for men and women in local life within the West Midlands.</p>

Action	Methodology	Timescale [Lead Member]	Measurables / Outputs	Outcomes [Review Comments]
<p>13. To help take forward the European strategic priorities on Social Cohesion identified by the European Strategy Board.</p>	<ul style="list-style-type: none"> • Provide clarity on European working on the Social Cohesion agenda within the West Midlands • Set-up a Strategic European Officers Group in the region to address the social cohesion agenda • Provide support for this group and help it to deliver its agenda in line with the requirements of the European Strategy Board and ensure that this work is aligned with the Partnership and EHRC • To identify and disseminate related opportunities for regional stakeholders 	<p>April 2008 – March 2010</p> <p>Lead Member: Marie Greer</p>	<ul style="list-style-type: none"> • The governance and management of the European Social Cohesion Group is in place • A delivery mechanism for effective European working is in place • Improved links between European and regional working on the Social Cohesion agenda • More opportunities for the region to contribute to the European consultations and policies on social cohesion. 	<p>A better understanding regionally of the European social cohesion agenda.</p> <p>West Midlands agenda reflected in European policies and strategies.</p>
<p>14. To act as an advisory group to the West Midlands Economic Inclusion Panel on Equality and Diversity issues.</p>	<ul style="list-style-type: none"> • Regular agenda item on Partnership meetings • Monitoring items ensuring that they are being addressed and remain on track • Contributing views both verbally and in writing • Hosting presentations and consultation events and providing verbal and written feedback • Providing a regional, strategic overview both verbally and in writing when required • Formal report in the Partnership's Annual Report 	<p>April 2008 – March 2010</p> <p>Lead Member: Marie Greer</p>	<ul style="list-style-type: none"> • Progress reviewed and recorded at each Partnership meeting • Joint meeting held with EIP annually • Formal response and advice provided as and when in required in line with deadlines given • The above recorded in the Partnership's Annual Report 	<p>The diverse needs of the West Midlands region identified and included in the consideration and the development of regional strategies, linking both economic and social aspects where appropriate - with issues, barriers and possible solutions outlined.</p>

Action	Methodology	Timescale [Lead Member]	Measurables / Outputs	Outcomes [Review Comments]
<p>15. To act as an advisory group to Advantage West Midlands in delivering its Equality and Diversity Action Plan.</p>	<ul style="list-style-type: none"> • Regular agenda item on Partnership meetings • Monitoring items ensuring that they are being addressed and remain on track • Contributing views both verbally and in writing • Providing a regional, strategic overview both verbally and in writing when required • Formal report in the Partnership's Annual Report 	<p>April 2008 – March 2010</p> <p>Lead Member: Marie Greer</p>	<ul style="list-style-type: none"> • Progress reviewed and recorded at each Partnership meeting • Formal response and advice provided as and when required in line with deadlines given • The above recorded in the Partnership's Annual Report 	<p>AWM work within the region is delivered in line not only with the legal implications of equality and diversity being met, but also in a proactive and all encompassing manner which best meets the needs of the diverse residents and workforce within the West Midlands.</p>
<p>16. To keep a 'watching brief' on Human Rights issues at European, national, regional and local level and identify if and where any further action is required by the Partnership.</p>	<ul style="list-style-type: none"> • Work with key regional stakeholders, such as b:rap to ensure that the members are kept up-to-date of developments • Human Rights is a regular agenda item at Partnership meetings • Include items of interest in the Partnership newsletter • Consider whether appropriate and funding is available, to host an event on Human Rights issues • To work EHRC and provide evidence to its Human Rights Inquiry 	<p>April 2008 – March 2010</p> <p>Lead Member: Asif Afridi</p>	<ul style="list-style-type: none"> • The profile of the Human Rights agenda is raised through wider distribution of key facts • Evidence gathered on related issues within the region, including the level of awareness and understanding of regional stakeholders and the identification of what further work may be required in this area • Related Human Rights issues from the West Midlands raised at a national level with EHRC with a view to getting support from it to address these issues within the region 	<p>A good understanding and undertaking by regional public bodies to meet the related public duties.</p> <p>A good understanding at regional level of the related diverse issues, opportunities and threats within local authorities.</p>