

Title of Action Plan being assessed	Creating Environment for a Thriving Third Sector
LAA indicator	NI 7
Name of person completing this assessment	Sue Sumner
Contact Telephone Number	
Date	September 2009
Which Partners are involved?	All

1. What are the aims and objectives of this Action Plan – are there any in addition to achieving the LAA indicator target?

Creating an environment for a thriving third sector in Essex

2. What are the steps used to deliver the Action Plan?

1. Recruitment of strategic director and voluntary sector commissioning champion
2. Working with statutory partners to ensure their policies, strategies and plans recognise and employ the unique characteristics of the VCS
3. Develop VCS business skills to compete in a commissioning environment
4. Develop a training programme and toolkit to do this
5. Ensure full implementation of the Essex Compact across all sectors

3a. Think carefully about each of the equality groups below in turn. Could the Action Plan have a negative or positive effect on people in the group? Tick any group that could be positively affected, and put a cross against any group that could be negatively affected. Some groups can have both a tick and a cross.

x	√	Race and Culture	√	x	Disability
	√	Age	√		Gender
x	√	Sexual Orientation	√		Religion and Belief
	√	Rural Isolation	√		Economic Deprivation

3b. Describe any positive or negative issues that you think are relevant under each equality strand. If you identify an issue that substantially affects a particular group, and might stop them benefiting, state what changes you will make to your Action Plan.

Race & Culture

Issues:

1. Job information might not be welcoming or reach particular community
2. Recruitment might not follow equality procedures, especially the duty to promote equality
3. Job Description should include equality statement
4. Post holder might not have Equality training
5. Procurement process of statutory organisations might not enable whole range of VCS to take part
6. Statutory organisations might not consider bids from VCS organisations in the light of their duty to promote equality
7. Gypsies and Travellers - as our largest BME minority -should be given particular consideration

Changes to Action Plan:

1. Ensure all information is welcoming, in text and images, for a range of communities. Target it at particular communities to ensure equal access.
2. Ensure all recruitment procedures follow equality procedures.
3. JD will include equality statement
4. Equality training for all post holders. Investigate possibility of post holders taking part in existing ECC training. Ensure

training and toolkits are appropriate for a whole range of equality strands – images, language, with accessible formats, translations offered.

5. 6. Promote equality aspects of the Essex Compact
7. Take Gypsies and Travellers into consideration in what we do and investigate how they might be engaged and their voluntary organisations included.

Age

Issues:

1. Job information might not be welcoming or reach particular community
2. Recruitment might not follow equality procedures, especially the duty to promote equality
3. Job Description should include equality statement
4. Post holder might not have Equality training
5. Procurement process of statutory organisations might not enable whole range of VCS to take part
6. Statutory organisations might not consider bids from VCS organisations in the light of their duty to promote equality

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3. JD will include equality statement
4. Equality training for all post holders. Investigate possibility of post holders taking part in existing ECC training. Ensure training and toolkits are appropriate for a whole range of equality strands – images, language, with accessible formats, translations offered.
5. 6. Promote equality aspects of the Essex Compact

Disability

Issues:

1. Job information might not be welcoming or reach a particular community
2. Recruitment might not follow equality procedures, especially the duty to promote equality
3. Job Description should include equality statement
4. Post holder might not have Equality training
5. Procurement process of statutory organisations might not enable whole range of VCS to take part
6. Statutory organisations might not consider bids from VCS organisations in the light of their duty to promote equality

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1. Ensure all information is welcoming, in text and images, for a range of communities. Target it at particular communities to ensure equal access.
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3. JD will include equality statement
4. Equality training for all post holders. Investigate possibility of post holders taking part in existing ECC training. Ensure training and toolkits are appropriate for a whole range of equality strands – images, language, with accessible formats, translations offered.
5. 6. Promote equality aspects of the Essex Compact

Religion and Belief

Issues:

1. Job information might not be welcoming or reach particular community
2. Recruitment might not follow equality procedures, especially the duty to promote equality
3. Job Description should include equality statement
4. Post holder might not have Equality training
5. Procurement process of statutory organisations might not enable whole range of VCS to take part
6. Statutory organisations might not consider bids from VCS organisations in the light of their duty to promote equality

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1. Ensure all information is welcoming, in text and images, for a range of communities. Target it at particular communities to ensure equal access.
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4. Equality training for all post holders. Investigate possibility of post holders taking part in existing ECC training. Ensure training and toolkits are appropriate for a whole range of equality strands – images, language, with accessible formats, translations offered.
5. 6. Promote equality aspects of the Essex Compact

Gender

Issues:

1. Job information might not be welcoming or reach particular community
2. Recruitment might not follow equality procedures, especially the duty to promote equality
3. Job Description should include equality statement
4. Post holder might not have Equality training
5. Procurement process of statutory organisations might not enable whole range of VCS to take part
6. Statutory organisations might not consider bids from VCS organisations in the light of their duty to promote equality

Changes to Action Plan:

1. Ensure all information is welcoming, in text and images, for a range of communities. Target it at particular communities to ensure equal access.
2. Ensure all recruitment procedures follow equality procedures.
3. JD will include equality statement
4. Equality training for all post holders. Investigate possibility of post holders taking part in existing ECC training. Ensure training and toolkits are appropriate for a whole range of equality strands – images, language, with accessible formats, translations offered.
5. 6. Promote equality aspects of the Essex Compact

Sexual Orientation

Issues:

1. Job information might not be welcoming or reach particular community
2. Recruitment might not follow equality procedures, especially the duty to promote equality
3. Job Description should include equality statement
4. Post holder might not have Equality training
5. Procurement process of statutory organisations might not enable whole range of VCS to take part
6. Statutory organisations might not consider bids from VCS organisations in the light of their duty to promote equality

Changes to Action Plan:

1. Ensure all information is welcoming, in text and images, for a range of communities. Target it at particular communities to ensure equal access.
2. Ensure all recruitment procedures follow equality procedures.
3. JD will include equality statement
4. Equality training for all post holders. Investigate possibility of post holders taking part in existing ECC training. Ensure training and toolkits are appropriate for a whole range of equality strands – images, language, with accessible formats, translations offered.
5. 6. Promote equality aspects of the Essex Compact

Rural Isolation

Issues:

1. Job information might not be welcoming or reach particular community
2. Recruitment might not follow equality procedures, especially the duty to promote equality
3. Job Description should include equality statement
4. Post holder might not have Equality training
5. Procurement process of statutory organisations might not enable whole range of VCS to take part
6. Statutory organisations might not consider bids from VCS organisations in the light of their duty to promote equality
7. Gypsies and Travellers on private sites in rural areas should be given consideration

Changes to Action Plan:

1. Ensure all information is welcoming, in text and images, for a range of communities. Target it at particular communities to ensure equal access.
2. Ensure all recruitment procedures follow equality procedures.
3. JD will include equality statement
4. Equality training for all post holders. Investigate possibility of post holders taking part in existing ECC training. Ensure training and toolkits are appropriate for a whole range of equality strands – images, language, with accessible formats, translations offered.
5. 6. Promote equality aspects of the Essex Compact
7. Take Gypsies and Travellers into consideration

Economic Deprivation

Issues:

1. Job information might not be welcoming or reach particular community
2. Recruitment might not follow equality procedures, especially the duty to promote equality
3. Job Description should include equality statement
4. Post holder might not have Equality training
5. Procurement process of statutory organisations might not enable whole range of VCS to take part
6. Statutory organisations might not consider bids from VCS organisations in the light of their duty to promote equality

Changes to Action Plan:

1. Ensure all information is welcoming, in text and images, for a range of communities. Target it at particular communities to ensure equal access.
2. Ensure all recruitment procedures follow equality procedures.
3. JD will include equality statement
4. Equality training for all post holders. Investigate possibility of post holders taking part in existing ECC training. Ensure training and toolkits are appropriate for a whole range of equality strands – images, language, with accessible formats, translations offered.
5. 6. Promote equality aspects of the Essex Compact

4. What equality statistics or other evidence from public engagement do you need to help you test your initial conclusions in Section 1?

What statistics or reports already exist – nationally or locally?

What else do you need to know – what are the gaps?

How will you collect this evidence? If you feel that particular organisations or community/voluntary groups will be able to help you please list these too.

STATISTICS

What evidence do you want?	Where is it available?	How will you use the evidence?

PUBLIC ENGAGEMENT PLAN

What do you want to know?	What questions will you ask?	Who are you going to ask?	Name of planned source (if known)	What will you do with the answer?

5. The Essex Partnership needs a copy of this Section of your EIA in order to co-ordinate any public engagement activities. You will be given feed back by the Essex partnership on the best way to manage the public engagement activity you have identified on the form. Please send this to the e-mail address below.

Please submit this form to the Essex Partnership team: info@essexpartnership.org