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> Andy Ellis Governance and Scrutiny Officer Direct: 020 8132 1111

e-mail: andy.ellis@enfield.gov.uk

# **EQUALITIES BOARD**

# Wednesday, 2nd December, 2020 at 7.30 pm This will be a virtual meeting

# Membership:

Councillors: Guner Aydin, Lee David-Sanders (Deputy Leader of the Opposition), Ergin Erbil (Chair) (Associate Cabinet Member (Non-geographical based)), Margaret Greer (Vice-Chair), Charith Gunawardena, Bernadette Lappage, Dino Lemonides, Ayfer Orhan and Jim Steven

# **AGENDA - PART 1**

### 1. WELCOME AND APOLOGIES

### 2. DECLARATIONS OF INTEREST

Members of the Council are invited to identify any disclosable pecuniary, other pecuniary or non-pecuniary interests relevant to the terms on the agenda.

# 3. MINUTES OF THE MEETING HELD ON 23 SEPTEMBER 2020 (5 MINUTES) (Pages 1 - 4)

To receive and agree the minutes of the meeting held on 23 September 2020.

# 4. TERMS OF REFERENCE (5 MINUTES)

To note the terms of reference.

# 5. EQUALITY AND DIVERSITY ANNUAL REPORT 2020 (20 MINUTES) TO FOLLOW

To receive a report from Harriet Potemkin, Head of Strategy and Policy.

# 6. THE IMPACT OF COVID-19 ON BAME GROUPS IN ENFIELD (15 MINUTES) (Pages 5 - 12)

To receive a presentation from Stuart Lines, Director of Public Health.

# 7. **EQUALITY AND DIVERSITY IN MERIDIAN WATER (15 MINUTES)** (Pages 13 - 14)

To receive a presentation from Peter George, Programme Director Meridian Water.

# 8. FAIRER ENFIELD POLICY CONSULTATION (10 MINUTES)

To receive a verbal update from Harriet Potemkin, Head of Strategy and Policy

# 9. FUTURE AGENDA ITEMS (5 MINUTES)

Members of the Equalities Board to discuss items for consideration at future meetings.

# 10. ANY OTHER BUSINESS (5 MINUTES)

With the approval of the Chair, any items of business, relevant to the Equalities Board.

## 11. DATES OF FUTURE MEETINGS

To note the date of future meetings as follows:

Tuesday 16 February 2021

Wednesday 28 April 2021



# MINUTES OF THE MEETING OF THE EQUALITIES BOARD HELD ON WEDNESDAY, 23RD SEPTEMBER, 2020

**MEMBERS:** Councillors Guner Aydin, Lee David-Sanders (Deputy Leader of the Opposition), Ergin Erbil (Chair) (Associate Cabinet Member (Non-geographical based)), Margaret Greer (Vice Chair), Charith Gunawardena, Dino Lemonides and Ayfer Orhan

# **Community Representatives:**

Chandra Bhatia – Enfield Racial Equality Council Ben Igber – Age UK Enfield Mark Warwick – Enfield Carers Centre Noelle Skivington – Healthwatch Enfield Tim Fellows – Enfield LGBT Network Nnenna Anyanwa – Citizens Advice Enfield Nick Chanda – Enfield Faith Forum

**Officers:** Harriet Potemkin, Head of Strategy and Policy, Lucy Nasby, National Management Trainee, Strategy and Policy, Susan O'Connell, Governance and Scrutiny Officer, Andy Ellis, Governance and Scrutiny Officer.

### 1. WELCOME AND APOLOGIES

The Chair, Cllr Ergin Erbil welcomed everyone to the first meeting of the Equalities Board. The Chair asked Councillors and the external representatives to introduce themselves.

Apologies for absence were received from Cllr Lappage, Kayhan Ali, Young Mayor and Ginnie Landon from the Enfield Women's Centre. Ginnie Landon had stated that the method of dialling in to the meeting was not suitable and with regret, offered her apologies.

Improved access to virtual meetings for external contributors is currently being reviewed by the Digital Services Team within the Council.

# 2. DECLARATIONS OF INTEREST

No declarations of interest were received.

### 3. TERMS OF REFERENCE

## Page 2

### **EQUALITIES BOARD - 23.9.2020**

At Cllr Greer's request and with the approval of the Chair, 4 amendments to the wording of the terms of reference were noted. Tim Fellows, on behalf of Ginnie Landon from the Women's Centre, made a suggestion to change the expertise of the Women's Centre representative as representing issues affecting gender rather than sex.

# 4. DRAFT 'FAIRER ENFIELD' POLICY

**Noted**: The presentation from Harriet Potemkin and Lucy Nasby on the draft 'Fairer Enfield' policy.

The 4 core values of Equal Outcomes, Respect, Diversity and Inclusion were highlighted.

There was a discussion regarding the 5 proposed quality objectives for 2020-24. The objectives contain themes relating to SEND and employment opportunities, the wellbeing and contribution of the LGBT community, isolation and mental health, overcoming racism and reducing domestic violence.

The purpose of the presentation was to gain any comments on the draft document from Board Members.

The Chair thanked Officers for the presentation and invited questions and comments from Board Members.

i) The presentation referred to analysis of local data on the outcomes and experiences of different groups in the community. It was agreed that background data could be provided to Board Members.

**ACTION**: Harriet Potemkin

- ii) In relation to Objective 2, regarding the LGBT Network, it was noted that work is being carried out in conjunction with the Stonewall charity to create an LGBT workplace. A request was received to include mental health and homelessness issues within this objective.
- iii) A former sheltered housing scheme for abused women used to be available in Enfield but this is no longer the case. It was suggested that this could be a subject for discussion at a further meeting.
- iv) It was suggested that tackling hate crime should be included within the objectives.
- v) The effect of covid-19 on the BAME community should be considered.
- vi) It was considered that Objective 3, focusing on social isolation, lacked appropriate detail. Opportunities for social connection should be explored. It was noted that the scrutiny review of social isolation was used as a base document.
- vii) Aspects of religious freedom should be considered across all 5 objectives
- viii) The Board would support appropriate training opportunities.
- ix) A reference to the work of the Black Lives Matter movement will be included.

### Page 3

### **EQUALITIES BOARD - 23.9.2020**

- x) The role of the Corporate Equalities Board was explained, comprising Executive and Senior Officers from the Council.
- xi) When the comments from the Equalities Board have been collated, the draft document will be amended accordingly. There will then be an 8-week consultation period before the document goes to Full Council in January 2021. Once implemented, the objectives will be closely monitored.

The Chair thanked Members of the Board for their input and suggested that if any further amendments were considered, these could be emailed to Officers

### 5. FUTURE AGENDA ITEMS

The Chair asked for suggestions at future meetings.

- i) A comment was noted that it would be more appropriate to decide upon future agenda items, once the background data used to inform the draft objectives had been received.
- ii) It was widely agreed that outcomes should be considered. What has the effect of Covid-19 been on the older community and the BAME community in Enfield?
- iii) How are the Council responding to the Equality Commission Report?
- iv) How is equality in the workplace measured in relation to young people and key workers?
- v) How are equality policies reflected within the procurement process in Enfield?
- vi) It was suggested that if the Corporate Equalities Board meet before the next meeting of this Board, then a report should be presented on their work. The Director of Human Resources and Organisational Design will be contacted.

**ACTION**: Harriet Potemkin

# 6. ANY OTHER BUSINESS

- i) The Chair confirmed that any recommendations from the Equalities Board would be considered by Full Council.
- ii) Further revision of the Terms of Reference may be required.

### 7. DATES OF FUTURE MEETINGS

The dates of future meetings of the Equalities Board were noted as follows:

Wednesday 2 December 2020

Tuesday 16 February 2021

Wednesday 28 April 2021

# Page 4 **EQUALITIES BOARD - 23.9.2020**

### **EQUALITIES BOARD**

Appointed by: Chair and Vice Chair appointed by Council

**Proportionality:** Applies

**Membership**: 9 members with up to 9 members from local groups representing the 9 protected characteristics

Chair and Vice Chair appointed by: Council

Public/Private meetings: Public

Quorum: 3

Frequency: minimum 4 times a year

# Terms of reference:

Equalities Board is the forum by which the Council can oversee its processes to eliminate discrimination on the protected characteristics. The following characterises are protected under the Equalities Act 2010:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- gender;
- sexual orientation
- (i) To monitor the Council's performance against current equality legislation.
- (ii) To act as a consultative and advisory body with regard to the development of new policies/initiatives and to actively support such initiatives.
- (iii) To raise awareness of the specific needs of service users in terms of service delivery.
- (iv) To provide a sounding board for any initiative or proposal that the Council is making and how they may affect the protected characteristics either directly or indirectly.
- (v) To provide a better understanding of equalities in order to gain knowledge, and to promote awareness and encourage mutual respect.
- (vi) To encourage the Council to recognise the benefits of a diverse workforce that reflects the make-up of the local population and work toward that vision.
- (vii) To encourage the Council support to staff in a manner that motivates them and makes them feel secure in their working environment.
- (viii) To analyse data and information gained from monitoring, impact assessments and general consultation activity to inform priorities and

future practice.

(ix) To consider workforce equalities and diversity matters referred to it by the Director of Law and Governance, Human Resources, Audit & Risk Management

# The impact of Covid-19 on BAME groups in Enfield

**Equalities Board** 

Stuart Lines, Director of Public Health

Striving for excellence





Page 7

# Number of COVID-19 cases by ethnicity from February 2020 until 24<sup>th</sup> September 2020 identified after testing

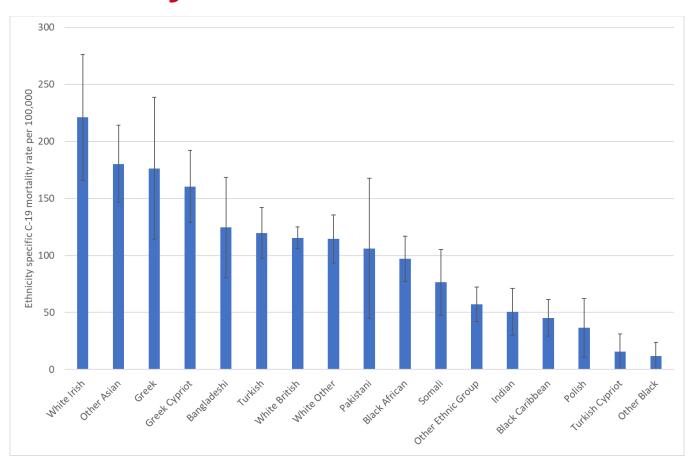
Ethnicity	Enfield Population	Number of COVID-19 cases	COVID-19 cases per 1,000
White Other	25,353	335	13.2
Asian	36,657	207	5.6
Other*	68,969	328	4.8
Black	59,941	280	4.7
White British	117,517	407	3.5
Irish	7,236	17	2.3
Mixed	18,384	30	1.6
Enfield	334,057	1604	4.8

- White other community groups have highest reported infection rates.
- Mixed and Irish community groups have the lowest reported COVID-19 infection rates.



# Page 9

# COVID-19 mortality rate per 100,000 by ethnicity in Enfield



In terms of mortality- White Irish group has the highest COVID-19 death rate in Enfield with 16 deaths at a rate of 221 per 100,000



# Interpretation of reported COVID-19 infection rates and mortality

	Number of people tested per 1000 residents	Positive rate per 1000	Number tested positive	
White other	232.87	13.21	335	
Asian	113.68	5.65	207	
White British	112.66	3.46	407	Ð
Black	101.32	4.67		Page 1
Irish	88.03	2.35	17	0
Mixed	88.01	1.63	30	
Other	53.23	4.76	328	

Irish community group have high COVID-19 mortality, but have low COVID-19 infection rates. This may be due to COVID-19 testing rates are low among this group.



# **Actions taken locally**

# Engagement with Enfield Faith Forum

- Fortnightly public health briefings
- Special Covid-19 and flu meeting
- Education & awareness

# Simply Connect Enfield

 Supported the launch of the online Social Prescribing service, managed and delivered by EVA to support residents during the pandemic

# Winter flu preparation

- Winter flu preparation & awareness for BAME communities
- Occupational flu programme

# Covid Resilience Board

- Collaborative working with VCS and partners to respond to Covid-19 community challenges
- Membership includes Faith Forum and BAME representatives

### Samafal

- Commissioned to make no/low cost face covering primarily for the Somali community
- Short-term employment for 3 local Somali women

# Integrated Care Partnership

## Priorities:

- Inequalities
- Flu
- Diagnostics

# Health Champions Engagement

- Covid-19 training sessions provided and on-going
- Wider reach of messages and communications to under-represented communities
- Newham Knowledge Sharing

### Communications

- Three video campaigns with support from the VCS and Councillors in community languages e.g. Bengali
- Targeted to local demography

# **COVID-19 Vaccine**

- Identification of sites
- On-going work with NCL working group

# **Community Pantry**

- Project was designed to support different ethnic minorities by catering for different religious and dietary requirements.
- Worked alongside different community leaders for this insight

# Workforce Risk Assessment

All Council staff have completed risk assessment to safeguard staff most at-risk of serious outcomes from COVID-19, particularly those on front-line services

# North Central London CCG

 Workstream led by the NCL CCG is looking at strategies to address existing health inequalities faced by BAME communities

# PHE: Beyond the data: Understanding the impact of COVID-19 on BAME groups

Recommendations	Actions
1. Mandate comprehensive and quality <b>ethnicity data collection and recording</b> as part of routine NHS and social care data collection systems including the mandatory collection of ethnicity data at death certification, and ensure that data are readily available to local health and care partners to inform actions to mitigate the impact of COVID-19 on BAME communities	<ul> <li>Accurate ethnicity recording for positive cases</li> <li>The Public Health Intelligence team have used software to assign an ethnicity using country of birth and name data on the death certificate.</li> </ul>
2. Support community participatory research, in which researchers and community stakeholders engage as equal partners in all steps of the research process to understand the social, cultural, structural, economic, religious, and commercial determinants of COVID-19 in BAME communities, and to develop readily implementable and scalable programmes to reduce risk and improve health outcomes	<ul> <li>Integrated Care Partnership inequalities workshop: funding allocated to for community participatory research</li> <li>Conducted stakeholder engagement with Enfield Faith Forum to understand cultural and religious factors that may influence adherence to government advice, for example</li> </ul>



# PHE: Beyond the data: Understanding the impact of COVID-19 on BAME groups- cont'd

Recommendations	Actions
3. Improve access, experiences and outcomes of NHS, local government and integrated care systems commissioned services by BAME communities including: regular equity audits; use of health impact assessments; integration of equality into quality systems; good representation of black and minority ethnic communities among staff at all levels; sustained workforce development and employment practices; trust-building dialogue with service users	This is being taken up by the People Commissioning Service.
4. Accelerate the development of <b>culturally competent occupational risk assessment tools</b> that can be employed in a variety of occupational settings and used to reduce the risk of employee's exposure to and acquisition of COVID-19, especially for key workers working with a large cross section of the general public or in contact with those infected with COVID-19	Council staff have completed a workplace risk assessment to safeguard staff most at-risk of serious infection from COVID-19, particularly those on front-line services and key workers who may come into contact with many vulnerable residents



# PHE: Beyond the data: Understanding the impact of COVID-19 on BAME groups- cont'd

	Recommendations	Actions taken locally
o c c c c c c c c c c c c c c c c c c c	competent COVID-19 education and prevention campaigns, working in partnership with local BAME and faith communities to reinforce individual and nousehold risk reduction strategies; rebuild trust with and uptake of routine clinical services; reinforce messages on early identification, testing and diagnosis; and prepare communities to take full advantage of interventions including contact tracing, antibody testing and ultimately vaccine availability	<ul> <li>Several stakeholder engagement activities including 'myth busting' and Q&amp;A sessions on flu and potential COVID-19 vaccinations</li> <li>Introducing the NHS COVID-19 app at the Community Resilience Board to encourage key community influencers to download and use the app and to reassure communities around privacy/data concerns</li> </ul>
h p c n	6. Accelerate efforts to target culturally competent nealth promotion and disease prevention programmes for non-communicable diseases promoting healthy weight, physical activity, smoking ressation, mental wellbeing and effective management of chronic conditions including diabetes, hypertension and asthma	The Health & Wellbeing (HWB) Strategy aims to address the prevention of these areas and there are efforts to accelerate the strategy.
o S	7. Ensure that COVID-19 recovery strategies actively reduce inequalities caused by the wider determinants of health to create long term sustainable change. Fully funded, sustained and neaningful approaches to tackling ethnic	A key priority of the Integrated Care Partnership is addressing health inequalities. A workstream led by NCL is looking at strategies to address existing health inequalities faced by BAME communities, that have been exacerbated by COVID-19

inequalities must be prioritised

Version level	Details of Change	Date		Author
1	Draft 1	27/07/2020		

Priority 1: To make a strong and visible commitment to equal	ity and diversity, supported by a clear action plan, effective leadership and fit-for-purpose governance						8	R S	0.0.20 Nov20	8	21 21	2 2	ş ;	4 2	5 E	a 5	zi.	2 3	; ;	2	9 8	l g	ş	a a	Ş	z,
Objective	Task/Action	Output	Measures of success	Monitoring update	RAG RAG	5 Owner	ä	an de	9 8	8	<u>§</u> §	A A	\$ :	1 2	a de	9 8	8	§ 3	1 1	ě	ž 2	12	Aug	£ 8	No.	8
Communication on Equalities, Diversity and Inclusion (EDI) is clear and promoted across the project teams and Council	Appoint Equalities Champion and ensure they have adequate training in EDI & Unconscious Bias to ensure they can carry out the tasks accordingly. EDI champion to be responsible for developing EDI strategy and action plan. Senior management team accountable for	Clarify scope of work, role and responsability and agree deliverables																								
Build shared leadership of EDI	effective implementation.	Working group/ steering group set up, meeting programme. Terms of reference																								
	Set up EDI working group responsible for improving equality in all aspects of MW programme. Group to review existing provision,																									
	The register of the register o																									
	be required to review the Equality Action Plan for improvements, achievements and provide updates. Group members are responsible for fearling back from each measure to their fearling are to be minuted and circulated EDI charmology will fear information.																									
Set strategic direction	back to the Senior Management Team.																									
Set strange direction	Not believe that the trace interesting to the manufacture of the second	LOI STRINGY																								
Deliver strategic vision, goals and objectives		EDI action Plan and develop governance																								
		framework																								
Track implementation outputs systematically to measure the effectiveness of actions	Develop a monitoring and reporting framework. Performance against the EDI action plan and KPI to be reported on a quarterly basis.  Develop a shared location (eg OneDrive/Sharepoint) to upload documents. Produce an Annual Equality, Diversity and inclusion report	Develop monitoring framework and templates, monitor performance and report																								
	Develop a monitoring and reporting framework. Performance against the EXI action plan and EPT to be reported on a quarterly basis. Develop a sheet lixeation (gr. Oscieros/Davepoint) to update documents. Produce an Annual Equality, (Deverty and Inclusion report including dated on Companional residence reporting and produces of the Companional Companio	on performance																								
	performance EDI reports. EDI continuously discussed at board/ governance/ project level, update on statistics, activities and achievements against the Equality Action Plan and KPI.																									
Priority 2: Embed Equality, Diversity and Inclusion across Me	idian Water programme and promote undentanding and the added value this brings							8 9	g 2	8	- :	Z :	12 :		z :	e 5	zi.	~ :	: 2	22	5 5		22	2 2	2	a
Objective	Task/ Action	Output	Measurements of success	Monitoring update		Owner	- E	2 3	06-20 Nev20	ä	ž ž	ž ž	May	E 24	2 8	8 8	ä	ã i	į į	ě	May Lo.	217	ž	ž ž	ž	ä
		Annual Equality, Diversity and Inclusion Report																								
Gather and securely hold equality and diversity related data on	Collect comprehensive information in relation to the protected characteristics. Use information to identify issues and trends and help design services and interventions tailored and responsive to need. Communicate to all stakeholders how data are stored and used.																									
community, employees and consultant teams and use this to identify areas for future improvement	Collect comprehensive information in milation to the protected characteristics. Use information to identify issues and trends and help deep services and interventions tallored and responsive to need. Communicate to all stakeholders how data are stored and used. Ensure data collection, storage and profiling is informed by best practice, undertaken confidentially and in line with the Data Protection Act.																									
	Discuss Equality, Diversity and inclusion Audit. Carry out Audit of Equality and Diversity across the workstreams to assess extent to																									
	Discuss Equality, Diversity and inclusion Audit. Carry out Audit of Equality and Diversity across the workstreams to assess extent to which strategies, projects, processes and proceduran isotroporate equality, devently and inclusion. Consider developing an equality and diversity out of process. Only continuous improvement through exchansiving.	Workstreams audit																								
					+	1																				
Impact assess all relevant workstreams throughout planning, design and delivery processes.	Adopt team approach to Project Management that embeds EDI considerations in Project/ governance/ legal documentation. Consider EDI as plans and service improvement initiatives are developed and implemented through Equality impact Assessments.	Improved project documentation																								
	EDI as plans and service improvement initiatives are developed and implemented through Equality impact Assessments.  Review current EIA process and set evidance for approach to EIA e.e. sinele EIAs or separate assessments for each strand. Guidance				$\perp$		_																			
	developed should help make sure that EIAs are carried out effectively by adding value projects across all stares, whether through	Agree EIA process, carry out EIA single/																								
	single or separate assessments.  Produce an EIA Checklist for activities that do not warrant a full Equalities Impact Assessment	EDI checklist					<b></b> = _																			
Increase the awareness and understanding of EDI. Introduce training		EDI training programme/ calender																								
to equip team with skills to embed EDI into the work they do & the way they work.	To such a measure membrine between adverser areas of employees and serior leaders.  Carry out household survey. Share evidence from the project to support the development of mapping and understanding differing						_																			
		Household survey																								
Embed equality analysis as a requirement in all data system development in order to identify the extent to which all sections of the community are able to engage with project and achieve positive	Ensure MW website delivers interactive and up to date customer experience consider accessibility.	Updated website																								
community are able to engage with project and achieve positive outcomes	Develop template to capture information at events to establish profile of attendees.	Event templates for gathering information																								
Priority 3- In strengthen the discounts of the MW professional t	earn with the aim of moving towards a team composition that represents the communities in which we serve																		-		~					-
Objective	Task/Action	Output	Measures of success	Mantaring undate	94G   94G	5 Owner	8	ng-30	0d-20 Nev20	80.00	m 21 86-21	Asr-21	Apr. 2	121	ug-21 ep-21	28-21	22	25 65	Au-22	22	Any 2.3	22	NB 22	49-22 38-22	9452	22
										-			-				-									
Make a strong and visible commitment to equality and diversity, supported by a clear action plan affactive leadership and fileformumous	Course ECI is taken into account when procuring and commissioning services from contactors, pariners and commission, require consultants and contractors to dispose up to the MMV clusters and make commissions to those they will support our objectives. Create a MMV ECI clusters that upon contract Strategies, consultant so, more than the consultant teams could sign up to, to, they could pake in the contraction of depictives and consultant teams could sign up to, to, they could pake in the contraction of the contract of the first to deliver impact and greater value. Commissions to the captured an part of indexed and contractact scales. First two performances as part of contract.																									
Make a strong and visible commitment to equality and diversity, supported by a clear action plan, effective leadership and fit-forpurpos governance authorities and other partners to reduce inequality and improve inclusion.	MW EDI charter that sets out EDI Strategy, action plan with clear organisational objectives and mechanisms to monitor progress that consultant teams could sign up to, so they could plug in and contribute to our sustained efforts to deliver impact and greater value.	MW charter adopted by consultants																								
ingi over in busici.	Commitments to be captured as part of tenders and contracturalised. Review performance as part of contract.																									
	Analysis of prevailing barriers and actions to support the appointment of under represented groups. Develop targeted strategies to	Project specific targeted strategies for																								
	help bring new expertise into project teams.	procurement																								
		maintain up to date procurements forward																								
Improve inclusiveness of procurement and project communication.	Identify procurements with significant Equalities, Diversity and Inclusion consideration.	olan to highlight EDI implications																								
	Create a dialogue with minority owned/led practices to understand barriers to MW procurement and programme communication.	Set up meetings with BAME practices		set up workshop with partners to discus what we think are barriers and what we should do about them.																						
	Review the team approach to communications to ensure it takes account of equalities issues and that branding guidelines and advice reflect diversity in terms of images and content.	Updated comms brief/ strategy		and an and an																						
	reflect diversity in terms of images and content.					Ian Freshwater																				
	Carry out soft market testing for M2 and M4 with SAME led/ owned practices to develop targeted procurement strategy for SAME led practices.	Soft market testing exercise																								
Develop partnerships with SAME practices and professional advocacy	Establish long-term partnerships with socially-engaged organisations that support the MW team/Council to address areas that have a diversity-deficit. Estend memberships and join BAME built environment professional networks. Actively seek opportunities to	Extend networks and establish new																								
eroun.	collaborate.	partnerships					_																			
	Challenge networks we are part of within the sector to consider the overall profile of their members and take active steps to expand	Expand meridian Water network and		Meetings set up with BAME networks such as Paradigm.																						
Use influence to advocate for change  Priority 4: Improved Engagement, Civic Participation and Cohes	membership and be inclusive.	feedback to existing networks.											ri ri							~	DI .		~	n	N	_
Objective	Task/ Action	Output	Measurements of success	Monitoring update		Owner	8 28	Sep. 3	Oct 2 0 Nov-20	Dec 2	Jan 2 Feb 2	Mar-2 Apr-21	May	M-21	Sep 2.	Oct 2.	Dec	Z W	Mar 2	- PB - Z	May:	27	2	5 % 86 %	Nov-2	Dec 2
	Ensure that the developing Community Engagement Strategy reflects the Equalities and Diversity Strategy and that there is clear																									$\neg$
	alignment with the development of other complementary strategies (social value, employment etc.). Create more opportunities for local people) groups to be involved as part of the design and development of scheme. Develop an involvement offer which reflects the communities we are:	Community engagement strategy and other																								
Design internal, external and partnership communication strategies which promote good relations across all local communities.	Recruit and train community ambassadors.	Community engagement strategy and other associated strategies  Community ambassador strategy and action plan. Training.					_																			
		Community ambassador strategy and action plan. Training.  Joint community engagement calender				1	_																			
	Ensure Race taxes are consistent and inclusive in their approach to arguegement and participation.  Continue to make the Count's approach to communication takes account of equalities insues and that handing guidelines and admitions fresh Countines in terms of incess and countines and countines are consistent and the countines are consistent and their countines are consistent and their countines are consistent and their countines and show community or destinations, define how turning with admittenance and two communities and show communities and show communities and show communities and show communities.	Joint community engagement calender Updated communication/ branding strategy and develop set of exidelines and orinciples.				1	-																			
Encourage and facilitate the involvement of residents in shaping the design and delivery projects and initiatives	advice reflect diversity in terms of images and content.  Build stronger links with under-represented residents and beneficiaries. Develop community chest funding strategy, define how	and develop set of euidelines and principles. Community chest funding strategy and action					-																			
design and delivery projects and initiatives		plan																								
	Empower residents to scrutinise, monitor and review projects and deliver initiatives, provide training as necessary to stakeholders involved. Establish an effective forum of local experts (community panel) focussing on equality and diversity issues, write ToR.	Set up community panel																								
		Identify relevant committees and environ-			+	-	-																			
	The second secon	Identify relevant committees and groups where regular updated could be provided by Officers and senior officers.																								
		s and server unders.																								
Improve the participation of under-represented groups in Meridian Water	Create more opportunities for local people/ groups to be involved as part of the design and development of scheme. Develop outreach/ engagement programme.	Develop outreach/engagement strategy																								
		Fed Federal Company of the company o		A full scholership has been requested as requirement of the MA procurement. Scholership will require bidder to work with a local secondary school so provide work placements and create a pathway: a full scholership to study architecture Bidder will be required to fund this durit the contract serior.			_																			
		requirements as a minimum criterea in ITTs		Scholership will require bidder to work	1 1																					
	Explore opportunities to support disadvartaged people through skills and employment, including through the council's contracted services and through planning obligations. Require developes to commit to certain number of a challer ships and bursaries to support local BAMS states. Appair to opportunistors who administer such scheme, define actualized of terminal for working out certification.	requirements as a minimum criteres in ITTs where applicable. Input this requirement as part of quantative evaluation/ minimum standard. Bidder should be required to		work placements and create a pathway	0																					
	local BAME students. Speak to organisations who administer such schemes, define calculation/ formula for working out contribution			a new scholership to study architecture Bidder will be required to fund this durin	ε																					
	and develop a mechanism by which developers can deliver this.	education partner to facilitate this.		the contract period.			-																			
	Explore opportunities for mentoring, work experience and apprenticeships in the council or brokered with Consultants for people	School engagement programme developed																								
Showcase potential careers in the built environment - promoting the sector and highlighting pathways into the sector for underrepresented groups from an early age	Explore opportunities for mentoring, work experience and apprectionships in the council or brokered with Consultants for people from marganalised groups. With placement approximation should be made accessible to a face to oreach groups through targeted accessible and the precision development of uniform and varied skills.	School engagement programme developed and requirements stipulated in ITT and contracts																								
groups from an early age	Create more operativities for the state of the state of the state of the delign and development of scheme. Programme of engagement activities/ events- each project and consultant team must contribute to.	School engagement programme developed and requirements stipulated in ITT and																								
		contracts  Diversify design panels to ensure equal and					_																			
uesign and maintenance of our homes and the public realm will foster in	Consider diversity issues in the design of new developments, ensure EDI is reflected in design panels.	Diversify design panels to ensure equal and proportional representation			1 1	1																				
sense of community and inclusivity																										