

**Appendix A**  
**Equality & Inclusion Strategy Action 2017- 2019**

<b>2017</b>	<b>2018</b>	<b>2019</b>
<b>1. Open and equitable services</b>		
Monitoring outcomes		
Customer contact and equality data		
	Sharing EIA findings	
	Assessing cumulative impacts	
	Using the Social Value Act	
	Alternative communication routes	
	Accessible digital and online options	
<b>2. Inclusive employer</b>		
Continue to implement Workforce Equality Action Plan (WEAP)		
Introduce new behaviour framework		
Improve standard of PDPs and rates of completion		
Increase awareness of policies and procedures		
	Services contributing to WEAP	
	Equality & Diversity learning and development	
<b>3. Services that understand our diverse population</b>		
Use data more effectively		
We will work more closely with the faith sector		
Continue to identify and complete needs assessments		
	Establish stronger links with BME groups	
<b>4. Strong and fair leadership</b>		
Continue Budget EIA process		
	Share impacts and analyses with other city partners	
	Prioritise actions from strategies	
<b>5. Effective partnership working to reduce inequality</b>		
Continue to work with all partners across the city		

