

**APPENDIX 2 Social Enterprise Strategy – Equalities Impact Assessment: Prioritised Actions**

<b>Agreed Actions</b>	<b>Timescale</b>	<b>Lead Officer</b>	<b>Review date</b>
<p>Carry out audit of steering group to identify skills, knowledge base in relation to equalities.</p> <p>Follow with training needs analysis.</p> <p>Develop and deliver regular training for Steering Group members to meet needs and to continually develop skills, knowledge and confidence.</p> <p>Identify an 'equalities ambassador' – a named person, who will help support and co-ordinate equalities focussed work of the steering group</p> <p>Define commitment / statement regarding equality, diversity and social inclusion.</p> <p>Regularly invite people with different areas of expertise in equalities and managing diversity, to steering group / network meetings to share information and knowledge, and to offer advice and guidance</p> <p>Develop the formation of a diverse and representative steering group and network.</p> <p>Establish monitoring &amp; evaluation processes:</p> <ul style="list-style-type: none"> <li>• Recruitment &amp; selection of steering group and network members</li> <li>• Establish participation and take up of opportunities, events, services across equality strands and social inclusion groups</li> <li>• Identify gaps, needs</li> <li>• Identify good practices</li> </ul> <p>Engage with key members and partners, regarding equality, diversity and social inclusion issues, to develop and influence formation of equality and diversity policies, and inclusive practices.</p>			

August 2009

Identify members / organisations to work with and agree ways to engage and involve underrepresented people and groups.

Carry out consultation with equality and social inclusion groups to:

- Gather facts: strengths, progress, weaknesses, gaps or concerns
- Develop a shared understanding of what the barriers are to equality / business start up / engagement with social enterprise
- Gather different views and perspectives; new ideas and objectives
- Inform priorities

Ensure information and events are accessible in the following areas:

- Advertising / marketing to reach people from equality and social inclusion groups
- Communications; production of information in different formats and languages
- Physical access to buildings, meetings, events

Organise targeted marketing campaigns to encourage take up from potential social entrepreneurs and enterprises from underrepresented people and groups.

Incorporate 'equalities themed' discussions into existing activities, for example: Network development workshops and the More Than Profit network.

Link with partners / members to support them to host equality themed meetings, events, seminars, conferences (consider how this could help to outreach / meet needs with access issues, crèche, transport arrangements and encourage wider participation).

With members, partners: organise mentoring, coaching and work experience placements for underrepresented people and groups.

Identify contributions and examples of good equality and diversity practices / role models, and promote these. Highlight and celebrate achievements.