

Table 1
DACHS – Annual Report on the Equality and Diversity Action Plan for 2007/2008

Objective	Detailed Action/Target (and lead officer)	Target Date/ Milestones	Planned Outcome/Performance Indicator	Progress/final outcome
Targets, Outcomes and Strategic Developments	1.1 Implement the new approach to equality impact assessments across the Directorate using the agreed guidelines for undertaking these assessments. <i>Lead Officer - Head of Equality and Diversity</i>	March 2008	Full impact assessments completed by deadline	In house training conducted in March 2008, some assessments have been completed further training event in 2008/09 to ensure all EIA leads are trained appropriately
	1.2 Produce Annual Directorate Equality and Diversity Report for the June Select Committee <i>Lead Officer - Head of Equality and Diversity</i>	March 2008	To provide a progress report on the development of the equality & diversity agenda for the directorate. Annual Directorate Equality and Diversity Report prepared, presented and accepted by select committee.	DACHs Annual Report on Equality and Diversity 2006/07 submitted to Select Committee on Health and Adult Social Care
	1.3 Produce Annual Directorate Equality and Diversity Action Plan for the March Health and Adult Social Care Select Committee <i>Lead Officer - Head of Equality and Diversity</i>	March 2008	To provide the equality & diversity targets and actions for the forthcoming year. Annual Directorate Equality and Diversity Action Plan prepared and accepted by select committee.	DACHs Equality and Diversity Action Plan 2008/09 submitted to Select Committee on Health and Adult Social Care
	1.4 Review the approach to equality impact assessments (1.5-1.8) <i>Lead Officer - Head of Equality and Diversity with EDAG/E & D Steering Group</i>	March 2008	Achievement of Equality Scheme objectives	Following guidance issued in March 2007 and training conducted in March 2008 Equality Impact Assessments due to now begin being undertaken.

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Targets, Outcomes and Strategic Developments	1.5 EIA Assessment -Physical Disabilities – Strategy for physical and sensory impairments <i>Lead Officer – Area Manager, Physical and Sensory Disabilities</i>	March 2008	Service delivery fairer for all groups	To be continued in 08/09 year following staff training
	1.6 EIA Assessment - Older Peoples Services – Home Care Services <i>Lead Officer - Head of Equality and Diversity</i>	March 2008	Service delivery fairer for all groups	To be continued in 08/09 year following staff training
	1.7 EIA Assessment - Learning Disabilities – Day Care Services <i>Lead Officer – Service Manager, Day Care Services</i>	March 2008	Service delivery fairer for all groups	To be continued in 08/09 year following staff training
	1.8 EIA Assessment - Policy, Performance and Resources – Statutory (Social Care) Complaints <i>Lead Officer – Assistant Director, Policy, Performance and Resources</i>	March 2008	Service delivery fairer for all groups	To be continued in 08/09 year following staff training
	1.9 Extend the range of diversity monitoring data held for Private Sector Housing to ensure equal access to the services offered <i>Lead Officer – Head of Private Sector Housing</i>	March 2008	Equal service access for all service users	Under review in conjunction with review of existing software packages for delivery of private sector housing services

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Targets, Outcomes and Strategic Developments	1.10 Develop a Physical and Sensory Disabilities Strategy by September 2007 <i>Lead Officer – Area Manager, Physical and Sensory Disabilities</i>	March 2008	Physical and Sensory Disabilities Strategy that meets the needs of target group adopted	Work in progress Draft Strategy completed December 2007, out for consultation. Consultation period ends in May, final Strategy to follow in Summer 08
	1.11 Continue work to implement the range of strategies in place in relation to specific services to disabled people: The Learning Disability Strategy 2005-08 Mapping the future of Mental Health Services – A joint Mental Health Strategy for Dudley Health and Social Care Economy 2005-2010 The Accessibility Strategy 2007-2010 <i>Lead Officer – Area Manager, Physical and Sensory Disabilities /Asset Manager (Buildings)</i>	March 2008	Range of strategies in place that meet the needs of people with learning disabilities	Consultation on Valuing People Now Strategy done, Final report from 2008 Department of Health due in July following which Dudley Learning Disability Strategy will be revised to reflect 'Valuing People Now' The strategy is being implemented. A race equality clinical lead and 3.5 community development workers are now in post Some improvements carried out as a result of the Corporate Access Improvement Programme including accessible WC at Halesowen Library and disabled parking at Coseley library
	1.12 Undertake development work through the Equality and Diversity Advisory Group to integrate all equality strands within the Equality Scheme by April 2009 <i>Lead Officer - Assistant Director, Strategy and Private Sector Housing</i>	March 2008	All equality strands integrated into the Equality Scheme	Development work undertaken, this has included applicants religion or belief now being requested on new job application forms.

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Targets, Outcomes and Strategic Developments	1.13 Continue to progress work against the equality standard for Local Government and to establish Action Plans to achieve subsequent levels of the revised standard <i>Lead Officer - Assistant Director, Strategy and Private Sector Housing</i>	March 2008	Achievement of subsequent level of the Equality Standard	Report submitted to EDAG Summer 07. Framework for assessment of Equality Standard being reviewed by IdeA, this is likely to change the levels and the assessment process. Therefore local position on hold.
	1.14 To further modernise in line with the national agenda the adaptations programme <i>Lead Officer – Asset Manager (Buildings)</i>	March 2008	To meet the requirements of the national agenda.	Ongoing – Adaptations programme developed in accordance with Adaptations Development Group and Adaptations Benchmarking Group. Monthly Adaptation Panel meetings introduced Oct 07.
	1.15 To establish the further requirements for Borough wide and sub regional needs survey <i>Lead Officer – Head of Private Sector Housing</i>	March 2008	Requirements for survey identified	Black Country Gypsy and Traveller Accommodation Assessment commissioned
	1.16 To commission and complete traveller needs survey <i>Lead Officer – Head of Private Sector Housing</i>	March 2008	Traveller needs survey identified	Survey completed and draft report produced April 08
	1.17 To respond to Dept for Communities and Local Govt. consultation document on Disabled Facilities Grant programme delivery <i>Lead Officer – Head of Private Sector Housing</i>	March 2008	Response sent to Dept. for Communities and Local Govt.	Response sent April 2007
	1.18 To review policy framework for delivery of grants including joint protocols with all relevant agencies <i>Lead Officer – Head of Private Sector Housing</i>	March 2008	Revised policy framework completed	Review in progress
	1.19 To review Disabled Facilities Grant Action Plan and merge into divisional plan where appropriate <i>Lead Officer – Head of Private Sector Housing</i>	March 2008	Actions merged into divisional plan	Disabled Facilities Grant Action Plan merged into divisional plan.

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Targets, Outcomes and Strategic Developments	1.20 To develop a comprehensive Procedure Manual for Grant delivery <i>Lead Officer – Head of Private Sector Housing</i>	March 2008	Procedure manual produced	Cannot commence until policy framework and protocols agreed see 1.18
	1.21 To obtain formal planning permission for three additional plots on Oak Lane Caravan Site and ensure the refurbishment programme meets targets <i>Lead Officer – Head of Private Sector Housing</i>	March 2008	Additional plots provided and refurbishment programme completed	Planning permission obtained for three additional plots. Refurbishment works currently being procured.
	1.22 To monitor levels of Housing Assistance uptake across different service users to see if targets are being met <i>Lead Officer – Head of Private Sector Housing</i>	March 2008	Targets met	Monitoring taking place
	1.23 To undertake analysis of why particular groups do not take up Housing Assistance <i>Lead Officer – Head of Private Sector Housing</i>	March 2008	Council understand why particular groups do not take up housing assistance	Cannot start until review of existing software packages for delivery of private sector housing services is completed.
	1.24 To further monitor users of nuisance noise service to test equity of service delivery <i>Lead Officer – Head of Private Sector Housing</i>	March 2008	Equity of service delivery monitored	Cannot start until review of existing software packages for delivery of private sector housing services is completed
	1.25 To develop a fuel poverty strategy <i>Lead Officer – Acting Head of Service, Housing Strategy and Development</i>	March 2008	Fuel poverty strategy developed	Development of strategy has commenced with workshop held at Housing Strategy Conference. This included establishing a baseline, identifying linkages with current service providers and looking at any gaps in service provision.

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Targets, Outcomes and Strategic Developments	1.26 To licence all licensable Houses in Multiple Occupations (HMOs where vulnerable clients more likely to live <i>Lead Officer – Head of Private Sector Housing</i>	March 2008	All licensable HMOs licenced.	All known licensable HMOs have received full or draft licenses
	1.27 Meeting and responding to legislative requirements including the Commission of Racial Equality's code of practice <i>Lead Officer – Area Housing Manager</i>	March 2008	Code of practice requirements adhered to.	A gap analysis was carried out during 07/08 and a target to develop a service improvement plan to address issues identified by the gap analysis has been rolled forward into the Equality and Diversity Action Plan 08/09.
	1.28 To increase the number of carers receiving an assessment and carer specific services, special initiative to target BME carers. Production of glossary for carers and training for specialist workers on general assessments. <i>Lead Officer – Head of Commissioning</i>	March 2008	Target BME carers for increased assessments.	Glossary being produced in community languages on carer assessments Rolling programme of training implemented
	1.29 In any future commissioning of Extra Care Housing schemes the needs of BME elders will be considered in either mainstream or targeted schemes. <i>Lead Officer – Head of Commissioning</i>	March 2008	Continue to support older people and their carers within the BME communities through a range of voluntary groups	Extra care housing schemes which considers needs of BME elders planned for future years.
	1.30 Development of culturally competent day care. Improve social inclusion, quality standards and recording systems through monitoring and support of provider organisations. <i>Lead Officer – Head of Commissioning</i>	March 2008	Improved provision of culturally competent day care	'Asra' commissioned for the provision of day care services

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Targets, Outcomes and Strategic Developments	1.31 The emerging Physical Disability, Direct Payments, Commissioning, and Transition strategies will ensure the needs of vulnerable client groups are met and that we promote independence, well being and choice. <i>Lead Officer – Head of Physical Disability Services</i>	March 2008	Physical Disability, direct payments and transition strategies better meeting needs of client groups	Direct Payments Strategy draft completed. Physical Disability Strategy draft strategy completed in December, out for consultation, consultation period will run into 08/09 year.
	1.32 We intend to use employee Management Information to set targets for recruitment to more closely match the population of the Borough. <i>Lead Officer – AD Older People and Physical Disabilities</i>	March 2008	Targetted work in place that works towards improving the match between the borough population and employee profile	Year-end comparisons of workforce profile by ethnicity and gender conducted, there has been an increase in number of BME employees in Older People and Physical Disabilities Division, Gender make up remains unchanged.
	1.33 Achievement and improvement in the score against BVPI 156 on access to buildings <i>Lead Officer – AD Building Services, Head of Physical Disability Services</i>	March 2008	Improved access to council buildings	Works have been identified/included within the 2007/2008 Corporate Disability Access Improvement Programme to improve BVPI 156 score. A revised schedule of DACHS buildings has been identified taking into account these building improvements and the Audit Commission's definition of 'public access buildings'.


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Targets, Outcomes and Strategic Developments	1.34 To improve the availability of culturally appropriate care at home services for people, with the full range of communities represented within the Borough. Commissioning teams to undertake work regarding provision of services to groups traditionally not served well in the community. Promote and evaluate the Halal and vegetarian meals service. <i>Lead Officer – Head of Commissioning</i>	March 2008	Improved availability of care at home services	Tendered last year, ongoing monitoring and work in this area
	1.35 To introduce Choice Based Lettings to ensure accessibility of service to vulnerable and disadvantaged groups. Pilot roll out <i>Lead Officer – Project Manager</i>	March 2008	To improve accessibility to the service	Pilot for properties in Halesowen and Stourbridge launched Dec 07. Cabinet approval for roll out to remaining areas of the borough during 2008. Members Working Group will continue to monitor and evaluate the process with regular reports to Select Committee on the Environment. Continue to work with RECS to promote understanding of Dudley at Home amongst BME Communities. Working on developing a Vulnerable Persons' strategy.

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Communication Improvement	2.1 Bi-annual BME Corporate Consultation Events – Chief Executive/Executive Director. Quarterly visits to BME Groups. <i>Lead Officer – Head of Equality and Diversity</i>	March 2008	BME groups consulted and better informed on council activities	2 consultation Events delivered to BME communities, community consultation panel established to plan future consultation/community engagement events 4 visits to BME groups occurred.
	2.2 Key involvement in Asylum Seeker/Refugee National Week and follow up events <i>Lead Officer – Head of Equality and Diversity</i>	March 2008	National Asylum Seekers/Refugee Week participation leading to better understanding of these groups	National events participated in.
	2.3 Key involvement in Commemoration of Abolition of Slavery Bicentenary Event and follow up outcomes <i>Lead Officer – Head of Equality and Diversity</i>	March 2008	Raised awareness of Commemoration of Abolition of Slavery Bicentenary Event	No event held in 2007/08 but an event is being planned for 2008/09.
	2.4 Provide 900 households with an extended telecare service over the next two years (2007/08-2008/09) <i>Lead Officer – AD (Building Services)</i>	March 2008	Extension of service provision	On target – full telecare assessment carried out on every new alarm requested.
	2.5 Continue to make improvements to signage to the Council's buildings during 2007/08 <i>Lead Officer – Head of ICT/Asset Manager (Buildings)</i>	March 2008	Contributing to Improved access to DACHS buildings	Signage has been improved at Ednam House and other areas to reflect the remodelled directorate. This process continues across other DACHS buildings
	2.6 Raise awareness of services in accessible language and where appropriate different languages. <i>Lead Officer – Area Manager Learning Disabilities</i>	March 2008	Increased awareness of services	Communication strategy being consulted upon via external organisation. Accessible website being developed via Learning Disability Partnership Board

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Communication Improvement	2.7 Day services to be more relevant to people from minority communities. <i>Lead Officer – Area Manager Learning Disabilities</i>	March 2008	More people able to access services	Champions in each of 3 centres. Specialist dietary provision currently being considered.
	2.8 Broadening the scope of book of the month to include BME, LGBT, LP and spoken word <i>Lead Officer – Head of Services Library Strategy & Development</i>	March 2008	Book of the month available in a wider range of titles	Book of the month now includes BME, LGBT, LP and spoken word titles during the year
	2.9 Promote, develop and support library and non-library based reading groups including investigating the provision to socially excluded groups <i>Lead Officer – Head of Services Dudley Library/Head of Services Library Strategy & Development</i>	March 2008	Maintain and increase membership of the BME reading group at Dudley Library	Work continues on an ongoing basis to support the library services 18 reading groups, (additionally there are reading groups for the visually impaired and those in sheltered accommodation) and to identify the development of further reading groups
	2.10 Promote and increase the use of music and film collections to BME communities <i>Lead Officer – Head of Services Dudley Library/Head of Services Library Strategy & Development</i>	March 2008	Increased issues of Bollywood films at the 4 town libraries	All adult members of the library can now borrow up to five DVD's and all adults will be automatically registered on joining the library to borrow DVD's. Targeted displays are planned as part of the usual promotional activity. Next year's plan will include the improvement to borrower data to enable better monitoring of performance.
	2.11 To continue phased replacement programme to modernise the alarm call systems installed with sheltered housing schemes and ensure compatibility with Telecare. <i>Lead Officer – Asset Manager (Buildings)</i>	March 2008	Compliance with replacement programme	Sheltered Housing Schemes completed March 2008.
	2.12 Continue the transfer of further services to Dudley Council Plus in accordance with the customer access to services programme <i>Lead Officer – AD of Housing</i>	March 2008	Compliance with the customer access to services programme	All Housing Management telephony services transferred successfully to Dudley Council Plus with effect from 1/4/08

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Consultation Feedback and Satisfaction Improvement	3.1 Birmingham University's research report: 'Making the Transition: Young Muslims with Learning Disabilities in Dudley' published <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	University report findings considered by Ethnicity Sub Group and Partnership Board	Draft report from B'ham University received and recommendations being considered.
	3.2 Dudley Learning Disability Commissioning Strategy to reflect needs of minority communities <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Commissioning Strategy to provide specific recommendations for minority users	Work ongoing to produce joint commissioning strategy with health that will reflect needs of BME communities.
	3.3 Continue to support development of Ehsas Carers and Apna Group (users) <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Together with psychology services support Apna 'Mens Group ' to learn about personal relationships. Apna Group to produce accessible newsletter and regularly access mainstream learning and leisure activities	Ehsas carers and Apna Group users continue to be supported by Equal Access and Support Team (EAST – CTLD)
	3.4 Apna Group through its 'forum' to continue improving self advocacy skills of its members and ability to express individual needs <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Apna group key partner in 'Ethnic Advocacy Black Country' project and delivering set targets	Group members are improving in their self confidence
	3.5 Ehsas Carers to continue with training with appropriate bi lingual support <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	EHSAS Carers better trained to be able to conduct their roles as carers	Rolling programme of ongoing training
	3.6 Continue to participate in Joseph Rowntree Foundation (JRF) 'The Standards We Expect' person centred support project <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Users, managers and frontline staff to receive training from JRF project and give due consideration to its report recommendations	Project interim report with recommendations provided by JRF, currently awaiting full report.

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Consultation Feedback and Satisfaction Improvement	3.7 Participate in We Care Too (national BME carers) strategy group <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Learning and best practice from We Care Too group applied locally where applicable	'Beyond we care too' report published and launched.
	3.8 Participate in West Midlands region Valuing People Ethnicity Network <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Local representatives and groups supporting development of regional Ethnicity Network	Participation occurred and is still ongoing
	3.9 Continue to promote the needs and rights of learning disabled people within community settings. <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Increased promotion of rights and needs of people with learning disabilities	Rights and needs of learning disabled people continue to be promoted via Apna Group activities being held within community settings.
	3.10 To consult with users and carers on issues affecting disabled people. Continue to meet quarterly with Action for Disabled People and Carers group. (ADC) <i>Lead Officer – Head of Physical Disability Services</i>	March 2008	Four meetings conducted with ADC Group	3 Quarterly meeting continue with ADC Group, these are scheduled to continue next year quarterly
	3.11 To develop links with existing BME groups in relation to new migrants/asylum seeker/refugee communities. <i>Lead Officer – Strategy Manager</i>	March 2008	To further community cohesion and integration	Links being developed by Refugee and Asylum Seeker Development Officer. This will continue through 2008/09.
	3.12 To further encourage refugees to attend Tenants' Forums / Residents Groups <i>Lead Officer – Strategy Manager</i>	March 2008	To further community cohesion and integration	Refugees have started to attend forums. Work is being undertaken to roll this out to all forums/residents groups, which have refugees living in their communities. This will continue through 2008/09.

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Employment initiatives	4.1 Ensure that the needs of disabled employees are supported in efforts to promote volunteering amongst the council's workforce during 2007/2008 and to work with partners to identify opportunities to promote disabled people's involvement in public life. <i>Lead Officer – AD of Policy, Performance & Resources/ Head of Physical Disability Services/Area Manager of Learning Disabilities</i>	March 2008	Successful recruitment of a person with learning disabilities into a paid care post within learning disabilities	Some volunteers now working in day centres Progress being made on engaging disabled people on development and delivery of training via Black Country Partnership for Care. 3 people with learning disabilities in process of securing paid employment in the directorate.
	4.2 Seeking to ensure that the employee composition of Housing Management Division reflects the diversity of the communities it seeks to serve and to promote Housing Management Division as an employer of choice <i>Lead Officer – Head of Human Resources/Head of Personnel</i>	March 2008	Employee composition matches or is better than the % of the BME in the community.	As at end March 08 there were 10.13% BME employees within Housing Management Division, this is well above proportion of BME population of the borough (2001 census) 
	4.3 Ensuring that all staff receive appropriate and timely training and development opportunities. <i>Lead Officer – Head of Human Resources/Head of Personnel</i>	March 2008	Appropriate training opportunities being made available and being undertaken by DMBC employees.	Training strategy and training plan in place. PRD process in place and monitored, this has helped to ensure that all staff receive appropriate training and development opportunities.
	4.4 Awareness raising campaign for managers and employees of the Job Centre Plus Positive about Disabled People Status <i>Lead Officer – Head of Human Resources/Head of Personnel</i>	March 2008	Managers and employees fully aware of the commitments involved in the Jobcentre Plus positive about disabled people status.	New project employing 2 job coaches has raised awareness of disability amongst all employees, managers and non-managers.

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Employment Initiatives	4.5 Identification and implementation of actions that increase the % of the Council's workforce who are disabled from 2006 baseline <i>Lead Officer – Head of Human Resources/Head of Personnel</i>	March 2008	Increase in the % of councils workforce who have declared a disabled	Data collections process to refresh and get more accurate data has been conducted. Quarterly directorate and corporate targets set and monitored by D.M.T. that have led to increase in % of councils workforce who have declared a disability, this now stands at 2.87% up from last years figure of 2.43%
	4.6 Publication of comprehensive equality monitoring data for disability equality to match race equality requirements <i>Lead Officer – Head of Human Resources/Head of Personnel</i>	March 2008	Workforce information published and monitored regularly	Workforce information is published and monitored on an ongoing basis (quarterly data sets)
	4.7 Sheltered Housing, Day care and Homecare services to increase their staff representation from BME groups. <i>Lead Officer – Head of Service, Community Care</i>	March 2008	Employee composition reflects the community it serves	Recruitment strategy devised following consultation and due to be implemented.
	4.8 Female development worker's role to be strengthened <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Fully embedded development worker role within Learning Disability Service	Post now well established
	4.9 Implement Valuing People & 'Learning Difficulties and Ethnicity' A Framework for Action <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Implemented Valuing people and 'learning Difficulties and Ethnicity.	Currently being implemented

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Employment Initiatives	4.10 Partnership Board Ethnicity Sub Group to meet regularly to ensure improvement plans for minority learning disability users and carers in place <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Minority users/carers accessing a range of mainstream services	Partnership Board sub group continues to meet regularly in community settings.
	4.11 Maintain bidding opportunities as they arise – increase resources to improve service development <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Increased resources/posts leading to improved service development.	Successful bid for Jobcoach post, postholder started 2007. 2 nd job coach post bid made – outcome awaited. A number of other bids being considered
	4.12 To increase the number of carers receiving an assessment and carer specific services <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Establishment of post for carers support worker	P/T post advertised for carers support worker funded by Learning Disabilities Development Fund – now appointed
	4.13 To improve access of Learning Disability services to BME communities <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Improved access for BME communities to Learning Disability Services	On going provision continues to improve access of Learning Disability Services to BME communities
	4.14 To secure greater presence of BME issues on the agenda of Learning Disability Partnership Board in particular addressing unmet need <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Regular reports provided that highlight BME issues to Learning Disability Partnership Board.	Regular feedback from sub group and reports to the appropriate management team
	4.15 To further develop leadership skills in Learning Disabilities and BME issues and services (Leadership Support Programme) <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	BME service users having completed Leadership support programme	Leadership Support Programme completed. Ethnicity sub group meets regularly to consider action plan

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Employment Initiatives	4.16 Increase the numbers of learning-disabled people entering work, and more particularly paid work. <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Successful recruitment of people with learning disabilities into paid care posts	Ring fenced admin posts at Ladies Walk. Stourbridge Office and Stourbridge Day Centre. Job coach post specifically designed to support people with learning disabilities.
	4.17 Create real paid work opportunities for people with learning disabilities within statutory learning disability services. <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Successful recruitment of a person with learning disabilities into a paid care post within learning disability day opportunities	3 new posts created and successful appointments made.
	4.18 Increase the numbers of learning disabled people receiving their day service within community-based resources as opposed to building-based services. <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Greater number of learning disabled people accessing community based day service	Work has occurred to increase the numbers and this work continues
	4.19 Undertake a review of transport provision within day services with a view to reducing dependency upon specialised transport services. <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Review of transport provision conducted	Constant ongoing reviews of community based transport provision through PULSE (people using local services everyday) – proposals from review of PULSE being considered

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Employment Initiatives	4.20 Educate local communities on the needs and rights of learning disabled people. <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Improved knowledge and understanding amongst local communities of the needs and right of learning disabled people	Learning Disability Team continues to raise awareness of needs of people with learning disabilities with the general public.
	4.21 Pursue the feasibility of introducing a 'Travel Buddy' Scheme within Day Services, employing a learning disabled person in this role. <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Feasibility study conducted	On hold for present, to be developed in 08/09 year
	4.22 Extend opportunities for Choice with regard to day services by promoting alternative providers. <i>Lead Officer – Area Manager of Learning Disabilities</i>	March 2008	Reduced numbers of learning-disabled people receiving their day services within building-based provisions.	Continued to provide opportunities within budgetary constraints.
	4.23 To continue to develop housing's 'women into construction' scheme. <i>Lead Officer- Asset Manager (Buildings)</i>	March 2008	Development of 'Women into Construction' scheme	Ongoing currently there are 13 female construction trainees with high levels of satisfaction of those employed within the programme.
	4.24 To increase the number of BME employees to 6.8% by March 2008. <i>Lead Officer – Head of Human Resources/Head of Personnel</i>	March 2008	Increase in % of BME employees	Progress made (and reviewed quarterly) towards meeting targets 6.74% as at 31.03.08
	4.25 Supporting the implementation of policy for reporting of Racist incidents between employees <i>Lead Officer – Head of Human Resources/Head of Personnel</i>	March 2008	Effective policy in place for the reporting of racist incidents between employees	Work being conducted towards launch of integrated grievance policy that will incorporate reporting of racist incidents between employees

LEAD OFFICERS NAME AND JOB TITLE	LEAD OFFICERS NAME AND JOB TITLE
<i>Resham Sandhu- Head of Equality and Diversity</i>	<i>David Harris - AD (Building Services)</i>
<i>Ann Askew - Area Manager, Physical and Sensory Disabilities</i>	<i>Ann Parkes - Area Manager Learning Disabilities</i>
<i>Sue Close- Service Manager, Day Care Services</i>	<i>Jen Beardsmore - Head of Services Dudley Library</i>
<i>Brendan Clifford- Assistant Director, Policy, Performance and Resources</i>	<i>Jayne Wilkins - Head of Services Library Strategy & Development</i>
<i>Andrew Leigh- Head of Service, Housing Strategy and Development</i>	<i>Diane Channings - AD of Housing</i>
<i>Andy Dingley - Asset Manager (Buildings)</i>	<i>Steve Forbes - Strategy Manager</i>
<i>Shobha Asar-Paul- Head of Policy and Performance</i>	<i>Andrew Packer - Head of Human Resources</i>
<i>Helen Barlow - Head of Private Sector Housing</i>	<i>Sharon Hartill - Head of Personnel</i>
<i>Patricia Dolan - Area Housing Manager</i>	<i>Sue Beach - Head of Service, Community Care</i>
<i>Mike Marshall- Head of Commissioning</i>	<i>Wendy Massey - Project Manager</i>
<i>Ron Sims – Assistant Director, Strategy and Private Sector Housing</i>	