



# Equality, Diversity and Inclusion Year Two Action Plan

## CONNECTED COUNCIL

- Improve protected characteristics information we collect on our workforce systems.
- Successfully manage the implementation of the Good Work Plan.
- Continue with our programme of diversity and inclusion events to promote awareness, understanding and encourage positive behaviours.
- Ensure that Doncaster Council has fair and inclusive employment practices to retain and support our employees.

## CARING

- We will develop services that are closer to older people's homes to increase their ability to remain independent.
- We will improve access to information, advice and guidance for older people and their families.
- We will increase the opportunities for older people to take up activities during the day that will keep them involved with communities and improve their wellbeing.

## LEARNING

- We will work intensively with 'focus schools' where levels of persistent absence are highest, providing direct support to their attendance administrator, to make sure that we are doing all we can to improve attendance levels in schools.
- We will implement the recommendations of the Behaviour Review, working closely with schools to make sure that they are inclusive for all children and young people, and that they provide appropriate support to disadvantaged students.
- We will roll out an extended model of mentoring to disadvantaged children and young people, finding new ways to recognise and accredit their achievements.
- We are currently running a child led inquiry into child poverty, and will implement the recommendations of this to improve the life chances of disadvantaged young people across the borough.

## LIVING

- We will ensure there is a suitable level of housing for care leavers.
- We will ensure that Doncaster's health and social care Place Plan reduces health inequalities.
- We will seek to develop a space where people can find out what volunteering opportunities are available across the borough.

## WORKING

- We will ensure that we do everything we can to enable care leavers to pursue their life ambitions.
- We will increase our understanding around the barriers our residents are currently experiencing in accessing employment, and provide solutions to support their aspirations.
- We will actively identify partners we can work collaboratively with to increase the number of people from the BME communities that take up apprenticeship opportunities.
- We will identify specific businesses keen to work with us to reduce the gap in female employment rates.
- We will need to understand and quantify the barriers to achieving fair equitable wage rates; through surveying local businesses.
- To help reduce the gap in female employment wage rates we will utilise the energy and spirit of our Team Doncaster Partners to actively promote opportunities for equitable wage rates.

