



## CHAMPION FOR DIVERSITY COUNCILLOR OSMAN DERVISH

### ANNUAL REPORT 2010/11

#### THE WORK OF THE DIVERSITY MANAGEMENT TEAM 2010 - 2011

##### **Introduction**

I am pleased to present this report as the Member Champion for Diversity.

##### *New permanent team*

Martha Goodhill, Diversity Programme Manager – July 2011

Andreyana Ivanova, Diversity Adviser – July 2011

Carol Jackson, Office Manager

(Fitzroy Andrew and Olu Smith have left)

##### **Key areas of action**

##### *Equality Framework for Local Government*

'Achieving' rating under EFLG was gained in November 2011 – this was the first time that Havering's work on equality management has been externally assessed and validated in this way.

The challenge focused on five themes:

- Knowing our community and equality mapping
- Place-shaping, leadership, partnership and organisational commitment
- Community engagement and satisfaction
- Responsive services and customer care
- Modern and diverse workforce

The 'Achieving' rating was gained following a Diversity peer challenge whereby external assessors reviewed case studies sent prior to two days of interviews where many members of the organisation including Heads of Service, elected members and external organisations were engaged.

The peer challenge which took place over two days allowed Havering to show its good work in these themed areas.

There was a great deal of work put in by all those who participated, including the compiling of case studies and in interviews which should be acknowledged here and our appreciation to those involved given.

Departmental E & D groups

In 2009/10, every directorate established a local equality and diversity group to oversee and monitor progress, to support the existing Diversity Steering Group and Diversity Management Group, to commit and work towards EFLG and ensure that the strategic thrust of the Council's equalities approach was adapted to reflect the range of service contexts. All groups continued to meet regularly throughout 2010/11.

Single Equality Scheme

The Council's Single Equality Scheme covering the period 2010 – 2013 was completed in draft and proceeded through the formal channels of approval in September 2010.

The Scheme is directly linked with departmental service plans, effectively drawing together relevant activities and goals identified in service plans. This will ensure that progress towards meeting equality goals will be part of the Council's overall performance management framework, and thereby consolidate progress towards mainstreaming.

**Achievements carried over from last year**

**Staff Networks** established during previous years – the Young People's Network and the Race Equality Board (previously SPACE) – continue to function. The Race Equality Board underwent a further evolution to become the Race Equality Forum, with the intention of developing an inclusive approach to fostering understanding of race equality matters across the Council.

Last year saw a successful **International Women's Day** event. 2010's event on 6 March was the largest to date, and was organised around the theme of 'Connecting Across Generations'. Frances Pennel-Buck, Chair of NHS Havering attended and formally opened the event. Speakers included Chief Inspector Jo Edwards, who has worked in Havering for many years and who spoke about her career in the emergency services; travel writer Frances Linzee Gordon; and Linda Taylor, Community Commissioner for the Girl guides, representing the voluntary sector, who spoke about the 100<sup>th</sup> anniversary of Girl Guiding.

**Priorities for the coming year**

These will include the following:

- Finalise Single Equality Scheme and Action Plan
- Completion and publication of 100% of Equality Impact Assessments
- Measurable progress on tackling alienation and disaffection amongst long-standing communities, via staff training and innovative community engagement work
- Closer integration and linkage between the work of the Diversity Management Group and colleagues in Community Engagement and Development, and in Policy, Partnership and Performance
- Develop Community Engagement Strategy (including Community Cohesion) and develop Consultation Toolkit (with focus on "hard to reach" groups)