

## Consultation responses

### Equalities Policy

Comment	Response
Clarification sought regarding continuation of 65 year age limit for working for the Council.	Awaiting guidance, unable to clarify at present
Change Customer Care Strategy to Customer Contact Strategy	Agreed. Amended.
Commendably short and focused.	N/a
Check whether language could be more positive.	Three areas where the language is negative – 1 change suggested
It is encouraging that OCC is looking to adopt and implement policies to address issues of inequalities and tackling sex discrimination.	N/a
Would anticipate that policies would be reflected in service provision to users	Implementation phase
How will we ensure that the needs of DV groups are not overlooked?	Implementation phase
How ensure that the policy is effective?	Implementation phase
How will it be monitored?	Implementation phase
How do we plan to ensure that women are provided with the same opportunities as men in securing senior positions?	Implementation phase
Do we intend to implement succession planning?	Implementation phase
Any stats to show differentials b/w men and women, and what measures are being implemented to resolve them?	Implementation phase
Are staff being remunerated fairly? Any stats?	Implementation phase
What benefits / opps / encouragement does OCC offer to women returning to work after long breaks?	Implementation phase
Thank you for all the hard work being done by Oxford City Council in ensuring good practice is maintained in the community / social structure at large.	N/a
Diversity means difference, which can cause indirect discrimination if not understood	Covered
More effective if community groups are supported locally and if powerful organisations accept the need to network with less powerful ones, and if there is more representation from local groups.	Implementation phase
Training should be provided	Addition of line about training under implementation
Terence Higgins letter	All comments actioned in policy, except no 2, and query no 5 – already covered.
Very happy to see the term sexual orientation being used	N/a
Refugee resource – asylum seekers	Suggested addition of “immigration status”, work placements to be considered as part of implementation phase.
It seems to us to be a fine document, the main concern is in the employment section	N/a
Mental Health Matters	Invitation to attend cultural group to about RES.
Aim to get the policy on one page	Deemed excessive editing necessary and likely loss of important content.
Wording changes	Adopted
Query how abuse section relates	Through human rights, and also harassment

Implementing and monitoring better placed in an appendix	Disagreed – important to give headline info on how implemented and monitored
How will information be made available?	Considered too detailed for a policy – original draft cut heavily to focus on what rather than how.
Legislative framework and other documents sections should go in appendix	Agreed
Other documents section should include reference to how they can be sourced	Agreed – refer to website.

### Equalities Action Plan

Comment	Response
Too many actions – too much to deliver	There are 7 key issues – the actions are stages to their achievement, some of which are repeated to make sure we cover them.
Would reaching all the targets make any difference?	Level 1 is setting things in motion – linking to business planning is the vehicle to make things happen. Monitoring and review are part of level 2.
Focus on the actions that are really essential and cascade those into individual appraisal targets.	All key issues are essential to achieving level 1. If actions reduced, ESG could lose focus.
Targets need to be smarter – some are fuzzy and hard to measure: maintain processes	Priority at the moment is on level 1, level 2 actions will be defined and targets will be set once level 1 achieved.
Many timescales are too short – Feb 2005	Most of these are already nearing completion, and have due dates in February so are realistic.
Need to ensure coverage of all aspects of equalities	Agreed – full list given in policy: shorthand in the action plan
“equality in disability” not worded appropriately	Quote from the Equalities Standard, therefore no change.
Recommend a separate column for timescale and evidence	Not adopted – evidence is referenced in this column by meeting date etc, and detailed in meeting minutes
No concrete targets in action plan African Caribbean Youth Project - will provision of an African Caribbean Centre be included in the Action Plan?	These will come out of the cross-referencing of impact assessments and business plans
Suggest a summary of key findings from the impact assessments	This will come out of the cross-referencing of IAs and BPs – premature to do so now because resources not set. These will form the backbone of level 2 action plan and onwards.
Needs to be more outcome focused and practical	Action plan for levels 2 and above will be above – is process driven by necessity at level 1
Bureaucratic treadmill rather than taking positive actions	The processes in level 1 will ensure that actions are identified, implemented and achieved in a systematic way.