

Objective	Action	Responsible and support officers	Completion Date	Status	Commentary
Improve vulnerable people's access to secure accommodation in Mendip working with Housing associations and the Gypsy and Traveller community	Work with Homefinder to reconfirm the accessibility support available for users of the site.	Tom Rutland	April 2017	Completed	This action has been completed.
	Share this information with communities, housing officers and housing associations.	Tom Rutland	April 2017	Completed	This information has been shared with Housing Associations and community groups.
	Inform housing associations of concerns over practice and confirm their commitment to equality	Tom Rutland	April 2017	Completed	This has been raised through multiple avenues including housing associations and officers. Discussion has taken place to
	Produce guidance to support Housing Associations around the use of age restrictions in adverts	Tom Rutland	April 2017	Completed	This has been produced.
	Follow up meeting with housing associations to pick up any further queries or feedback	Tom Rutland	April 2017	In progress	
	Create a working process and model for Gypsy and Traveller sites.	Tom Rutland	April 2018	In progress	
	With the CLT create two functioning G&T sites	Tom Rutland	April 2018	In progress	

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	Support the creation of a G&T transit provision in Mendip	Andre Sestini	April 2018	In progress	
	Work with the Planning Board and Planners to assist their response to applications for G&T provision and 106 allocations	Tom Rutland	April 2018	To be started	
	Work with housing associations to improve understanding of hate and mate crime.	Tom Rutland	April 2017	In progress	A starter session has been arranged for this and further sessions and information will be shared going forward. This also now incorporates Mate Crime

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Improve the council's engagement with equality communities and groups within Mendip. This is to improve the council's understanding of its community and its needs	Evaluate the current groups identified and their status	Tom Rutland	August 2016	Completed	An initial list has been pulled together. This will be updated as time goes on.
	Send out internal email to Team Managers asking for equality groups and contacts for them	Tom Rutland	September 2016	Completed	
	Send out communication to Elected Members asking for equality groups and contacts for them	Tom Rutland	September 2017	To be started	
	Contact the groups we currently know about to establish if they know of any additional groups and contact details for them	Tom Rutland	September 2016	Completed	
	Engage with communities that are identified to start engagement with them	Tom Rutland	December 2017	To be started	
	Arrange an engagement event between these groups and Mendip	Tom Rutland	May 2017	To be started	Amend deadline to September 2017

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Work with older and younger people to understand the options available for them when applying or working for Mendip District Council. This will include opportunities for apprentices, career progression, support for managers around retirement and informed career planning	Create work experience opportunities for children that works to challenge gender stereotypes	Tanya Shirt	<del>Dec 2016</del> March 2018	To be started	Amend deadline to March 2018
	Investigate opportunities with partners for disabled people receiving work experience. Do this in connection with the job centre.	Tanya Shirt	<del>Feb 2017</del> April 2018	To be started	Amend deadline to April 2018
	Create shadowing opportunities for staff to identify areas for progression	Tanya Shirt	June 2017	In progress	Being tested in legal services
	Identify the impact of the apprentice levy on the above actions	Tanya Shirt	<del>May 2016</del> March 2017	In progress	Report being written. Looking at role opportunities we struggle to recruit such as engineers.  Amend deadline to March 2017

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	Identify Career progression routes in teams	Tanya Shirt	<del>June 2016</del> Sept 2017	In progress	As part of wider Organisational Development piece  Amend deadline to September 2017
	Work with outsourcing organisation to implement these opportunities	Sara Skirton	Aug 2016	To be started	
	Provide guidance for managers on how to have age related conversations with staff	Tanya Shirt	<del>Dec 2016</del> March 2018	To be started	Merge with the action below. Talk to other authorities and get guidance from ACAS.
	Provide training for managers on how to have age related conversations with staff	Tanya Shirt	Mar 2018	To be started	
	Provide information for staff on the options available to them if they are heading toward retirement.	Tanya Shirt	On-going	On-going	Workshop held in 2016, Organising a workshop during 2017.
	Gender Pay gap audit	Tanya Shirt	<del>June 2016</del> March 2017	On-going	Being reviewed Amend deadline to March 2017

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Equality communities are able to access services how they need to in a cost effective way	Access Guides are produced to support staff and cover all forms of accessibility	Tom Rutland	September 2016		Replaced with updated actions
	Produce a support document for frontline staff around engaging with equality communities	Tom Rutland	January 2017		Replaced with updated actions
	Review the above with relevant equality groups	Tom Rutland	January 2017		Replaced with updated actions
	Provide training for front line staff about the above document	Tom Rutland	January 2017		Replaced with updated actions
	Communication about Why Information needs to be in different Formats	Tom Rutland	January 2017		Replaced with updated actions

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Equality communities and individuals feel able and empowered to contribute to the democratic process and decisions that affect them.	Guidance on Demystifying the democratic process	Somerset Equality Officers Group	October 2016	In progress	Draft written
	Working with communities about where they can find information on what is coming up in the democratic process	Tom Rutland	April 2017	In progress	
	Improve information in the Consultation Guidance	Tom Rutland	August 2017	To be started	
	Meetings become clearer to understand – information as what is included	Tom Rutland	April 2018	To be Started	