



APPENDIX TWO EQUALITY SCHEME 2012-16 - CONSULTATION PLAN

1. Introduction

Bracknell Forest Council is required in the Equality Act 2010's public sector equality duties to publish equality objectives by April 2012 and equality information by the end of January 2012. To prepare the Council to meet these duties we will be developing a concise Single Equality Scheme in 2011-12, which will replace the Council's existing three Disability, Race and Gender Equality Schemes and the All of Us Community Cohesion Strategy. The scheme which will be published by April 2012 will highlight our equality objectives and the action we will take to achieve these objectives. In developing the scheme we will ensure that we engage effectively with all parts of the community, working with our partners to pool resources on the consultation, and we will also ensure we focus our limited resources very carefully when selecting our objectives given the current period of austerity. We will increase transparency by providing equality performance data online by the end of January 2012 to enable our local communities to monitor and challenge our performance on reducing inequality.

2. Who and how will we consult?

During this consultation, we will consult the Council's managers, staff, members, partners, voluntary and community groups, particularly equality groups and those representing people protected by the Equality Act 2010, as well as our residents.

The 'protected characteristics' within the Equality Act 2010 are:

- Age
- Disability
- Sex
- Race
- Sexual orientation
- Religion or belief
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnerships.

This engagement will take place in two stages:

- involvement in developing and selecting the objectives
- consultation on the draft equality scheme.

We will involve people in selecting the key objectives from the long list through a series of targeted scoping workshops and meetings in late October and early November and then consult on the draft equality scheme which builds on the selected objectives using a questionnaire which will be sent to groups and made available on the Council's website with the draft equality scheme from 5 December 2011 for 8 weeks.

3. Aims of the Consultation Plan

The overall aim of the consultation plan is to provide an opportunity for our staff, the community and partners to help shape the Council's equality priorities over the next four years.

During the development of the Equality Scheme, our aims are to:

- i) involve the Council's managers, staff, members, partners, voluntary and community groups, especially equality groups in developing and selecting the equality objectives.
- ii) manage the consultation exercise well, timetable it properly, and make sure its aims are clear.
- iii) incorporate the results of the consultation into our decision making processes in an open and responsible way.

4. The main elements of the Consultation Plan include:

- i) running workshops and meetings with staff, partners and the community to select the objectives.
- ii) publication of a draft equality scheme report and a questionnaire on the Council's website asking for views from 5 December 2011 for 8 weeks.
- iii) incorporating the views received into a report to the Council's Corporate Management Team, the Council's Executive and Bracknell Forest Partnership Board during February and March 2012.

For further information, please contact:

Abby Thomas
Head of Community Engagement and Equalities
Community Engagement and Equalities Team
Corporate Services Dept
Easthampstead House
Town Square, Bracknell RG12 1AQ

Abby.Thomas@bracknell-forest.gov.uk

Telephone: 01344-353307

Appendix One – Equality Scheme Selecting Objectives Consultation Timetable

Developing Long List of Objectives Pre-Consultation		
Consultees	Method	Meeting Date
BFC DMT – ASCH	Meeting with the Director	4 October
BFC DMT – CYPL	Meeting	4 October
BFC DMT – CS	Meeting	29 September
BFC DMT – CXO	Meeting with ACE	4 October
BFC DMT – ECC	Meeting	13 September
CMT	Meeting	12 October

Selecting and Developing the Objectives: 13 October – 4 November		
Consultees	Method	Meeting/workshop date
Elected Members		
All members	Via email	N/A
Overview and Scrutiny	Via email	N/A
Community Groups		
Faith or belief/BME groups	Faith and belief/race equality workshop	3 rd November
Disability groups	Long Term Conditions Conference	4 th November
	Disability workshop	4 th November
	Shop mobility AGM	11 th November
Sexual orientation	Gay Berkshire meeting	27 th October
	TVP LGB&T network	27 th October
Children and young people	Youth Council meeting	W/c 31 st October
Older people	Older People's Partnership Over Fifties Forum meeting	19 th October 1 st November
Gender related community groups	Mailing to relevant community groups	N/A
Partnership groups (check with Claire)		
Partnership Board Members	Meeting	20 th October
Children and young people's partnership	Via email (no meeting in the time period)	Contact: Amanda Rowden (clerk)
Older people's partnership	Via email (no meeting in the time period)	Contact: Emma Silverton (clerk)
Learning disability partnership	Via email (no meeting in the time period)	Contact is Jane Redmond
Community cohesion and engagement group	Via email (no meeting in the time period)	

Parish and Town Council Liaison group	Meeting	19 October
Access Advisory Panel	Via email (no meeting in the time period)	Contact: Katharine Simpson (clerk)
Domestic Abuse Forum	Via email (no meeting in the time period)	Contact: Alison Koen
Health and Well Being Board	Via email (no meeting in the time period)	Contact: Priya Patel (clerk)
Community Safety Partnership	Via email (no meeting in the time period)	Contact: Amanda Rowden (clerk)
Economic and Skills Partnership	Via email (no meeting in the time period)	Contact: Katharine Simpson (clerk)
Staff		
Disability	Workshop	31 st October
Religion or belief	Workshop	18 th October
Race	Workshop	20 th October
Gender/Pregnancy and Maternity/Marriage and Civil Partnerships	Workshop	31 st October
Sexual orientation and Gender Reassignment	Workshop	17 th October
Age	Workshop	31 st October
Residents		
Bracknell Forest Homes Tenants and Leaseholders	BFH Community Conference	17 th October

Consultation on Draft Equality Scheme 5th December – 30th January 2012		
Consultees	Method	Meeting Date
Elected members	Email with questionnaire	N/A
Community groups	Email with questionnaire and hard copy mailing via BFVA	N/A
Council Staff	Email with questionnaire	N/A
Community Cohesion and Engagement Group	Meeting	8 th December
Partnership Board	Meeting	15 th December
Thematic Partnerships	Email with questionnaire	N/A
Residents	Questionnaire on the Council's website promoted with a communications plan	N/A