

Somerset Equality Objectives 2019 2023 – Updated February 2022

What is this

In Somerset public bodies have decided to work together on equality and diversity. We are doing this through a partnership called Somerset Equality Officers Group (SEOG). This group is made up of County and District Councils, Somerset Clinical Commissioning Group, Taunton Musgrove and Yeovil Hospitals, Somerset Partnership and Devon and Somerset Fire and Rescue. Part of the work we have done together over the last year is looking at the documents and policies we have.



Somerset
Equalities
Officer Group

We have created a single equality policy and equality impact assessment process. This creates consistency in what we are doing and makes it easier for the public to understand what public bodies are committed to for equality and diversity. This document sets out the Equality Objectives that these public bodies have committed to and the actions they will undertake to complete them.

Where they came from

The objectives were created over a 6-month period. Firstly, SEOG pulled together their collective knowledge to of areas of work and inequality. They also reviewed evidence and data to establish what this was telling them about local need. This was then used to inform a long list of potential objectives for SEOG to consult with the community on. We did this over a three-month period sharing the objectives with over 150 equality and diversity groups, providing an online consultation and going to four community events. Based on this information we selected 5 objectives that we could collectively contribute towards.

How it Works

Each member of SEOG has agreed to adopt 5 collective equality objectives. These we will work together on to achieve a greater impact. These objectives will have joint and individual actions underneath them. SEOG member organisations are also able to adopt their own organisational objectives. We will list these below as well, so all objectives can be looked at together.

How will they be monitored

As these objectives are being completed collectively at a county wide bases we need to consider how they will be carefully monitored. Each action that supports the objectives will have a lead officer connected to it. This officer will be responsible for this actions completion. We will then provide feedback on the objectives in the following ways:

- Year one – A report indicating completion and progress on actions. This can then be shared with partner organisations and interested partners.
- Year two – A consultation event with communities to establish if the objectives are making a difference.
- Year three – A report indicating completion and progress on actions. This can then be shared with partner organisations and interested partners.
- Year four – Consultation and engagement on new objectives.

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Objective 1	Work with Communities to improve the opportunities for integration and cohesion.
Organisations committed to this Objective	

	Action	Lead Organisation	Responsible and support officers	Completion Date	Status	Commentary
1.4	Review how Somerset Authorities marks Holocaust Memorial Day (HMD). Work with partners to create a larger joint response.	SEOG	Tom Rutland	2021	Started	Progress is being made on this action. A joint online and physical event are being planned.
1.5	Work with Hate Crime support organisations, Hate Crime Champions and Community Groups to create a hate crime event in Somerset	Somerset County Council	Tom Rutland	October 2022	Not started	Connect to Somerset Community Cohesion and Hate Crime Action Plan. Connect to Hate Crime Awareness Month in October.
1.7	A publicly available list of equality community and VCS groups in Somerset.	SEOG	David Crisfield	April 2019 – Then reviewed Annually	In progress	The list has been updated. An online database will be created to make sure information can be shared and updated with partners.

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	Action	Lead Organisation	Responsible and support officers	Completion Date	Status	Commentary
1.10	Work with Syrian refugee families to support their integration in the communities of Somerset	Somerset County Council	Brittney Strange	Ongoing	Ongoing	Some support has been provided through the Somerset Diverse Community Grants
1.12	Review how Somerset County Council engage with equality communities and work with Partners on more efficient engagement mechanisms	Somerset County Council	Tom Rutland	December 2019	In progress	These have been reviewed in relation to Lesbian, Bi-sexual and transgender, Race and Gypsy and Traveller communities. There is further work to be completed
1.13	Issue regular newsletters to communities across Somerset, identifying: <ul style="list-style-type: none"> • Progress in the delivery of the objectives • Events going on • Consultation and engagement opportunities at local and county level 	Sedgemoor District Council	Angela Farmer All	April 2020 – annual review to ensure remains fit for purpose	Ongoing	YDH shares events, EDI related information and opportunities via Staff newsletter(Conect), social media platforms and other internal comms.
1.14	Determine how websites can be used to hold better information and support for communities, delivering a common approach that can be replicated	Sedgemoor District Council	All	April 2020	Not started	
1.15	Seek agreement to long term funding for English Classes at the Skills Café	Sedgemoor District Council	Angela Farmer	September 2019	In progress	Provisional agreement to a three year plan.

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	Action	Lead Organisation	Responsible and support officers	Completion Date	Status	Commentary
1.16	Hold 5 Sedgemoor Conversation events to June 2020	Sedgemoor District Council	Angela Farmer	July 2020	In progress	June meeting covered Social Prescribing. Another meeting planned for October 2019.
1.17	Determine involvement of Spark in future work for the Council	Sedgemoor District Council	Angela Farmer	July 2020	Not started	
1.18	Hold 2 Sedgemoor Older Persons' forum each year	Sedgemoor District Council	Angela Farmer	April 2023, although annual review to ensure numbers are adequate to continue	In progress	Forum held in July looking at community initiatives including the Village Agents and Red Cross.
1.19	Hold an event and a forum with the Disabled community in Sedgemoor during 2018	Sedgemoor District Council	Angela Farmer	December 2019	In progress	Event held in May, Forum planned for 31 st October.
1.20	Determine basis for engaging with the Disabled community in Sedgemoor long term	Sedgemoor District Council	Angela Farmer	December 2019	Not started	
1.21	Determine a local approach to Carer's group to understand their issues and concerns	Sedgemoor District Council	Angela Farmer	December 2019, review progress to determine continuation	Not started	Determine how any Council related issues and concerns can be resolved. To connect to Somerset Partnership.
1.22	Hold 4 quarterly meetings with Elected Member each year	Sedgemoor District Council	Angela Farmer	April 2023	In progress	Elected Members identified to sit on Equality Working Group. First meeting to be organised for October with work plan for following 3 meetings to be agreed.

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	Action	Lead Organisation	Responsible and support officers	Completion Date	Status	Commentary
1.23	Work with Customer Services Managers to develop and deliver a Customer Panel to support the Council's transformation work on customer access	Sedgemoor District Council	Angela Farmer	April 2020, review progress	In progress	Customer Panel membership increasing due to increased publicity campaign
1.29	Support specific communities to plan for, respond and recover from emergencies.	Devon & Somerset Fire and Rescue Service	Audrey Gilding-deKort	Ongoing	In progress	Delivery of a community conference in each county, 20 community emergency plans complete, funding released to the community to support emergency plans. Work with Devon Community Resilience Board (DCRB) Work with Community Resilience in Somerset Project (CRISP). Provide Fire Safety Talks to all sorts of groups in the community.

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	Action	Lead Organisation	Responsible and support officers	Completion Date	Status	Commentary
1.30	Actively seek partnerships that reach our targeted vulnerable groups	Devon & Somerset Fire and Rescue Service	Audrey Gilding-deKort	Ongoing	In progress	<p>Partnership register active. We work closely with diverse organisations to provide Home Safety Visits to their clients and for events</p> <p>Engagement Steering Group established to ensure Engagement Framework is established to reach community groups effectively. Consultation on CRMP Autumn 2021</p> <p>Wellbeing initiatives in relation to mental health including mental health awareness E-Learning for all staff, Introduction Mental Health First Aiders,</p>
1.31	Continue to support local groups hosting community events that are inclusive, such as 'Wacky Wednesday' in Wellington and 'Pride in Priorswood' in Taunton.	Somerset West and Taunton	Community Engagement Leads	Ongoing		

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	Action	Lead Organisation	Responsible and support officers	Completion Date	Status	Commentary
1.32	Continue to promote and mark special days such as Mental health awareness week, Pride week, Holocaust Memorial Day, Armed Forces Day that support groups and individuals who share protected characteristics	Somerset West and Taunton	Communication and Engagement Specialist	Ongoing		
1.33	Hold at least 2 meetings per year of the Taunton Deane Disability Discussion Group	Somerset West and Taunton	Community Engagement Leads	Ongoing from Oct 2019		
1.34	Appoint an officer and a councillor as ambassadors for disabled people	Somerset West and Taunton	Governance Manager and Monitoring Officer	To be confirmed		
1.35	Develop a cross-party Youth Council to speak out on behalf of young people	Somerset West and Taunton	Governance Manager and Monitoring Officer	To be confirmed		

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	Action	Lead Organisation	Responsible and support officers	Completion Date	Status	Commentary
1.36	<p>YDH to publish WRES Report (Race Equality Standard) Sept 2019 including actions such as:</p> <ul style="list-style-type: none"> • seek Minorities Network reps on interview panels • create “reverse mentoring” to improve board presentation of workforce • Ensure interview panels for Board members are diverse • Arrange an Equality Open Day for staff to raise awareness; to include guest external speakers 	Yeovil District Hospital	Emma Symonds	Sept 2019	Ongoing	<ul style="list-style-type: none"> • Minority network supporting Inclusive recruitment strategy 2020-2021 • Reverse mentor programme being developed 2021 • Interview panels supported by Staff networks. Framework being developed to ensure sustainability • Open day on hold, although Career event with SFT took place I sprint 2021
1.37	Develop multilingual fire safety leaflets.	Devon & Somerset Fire and Rescue Service	Audrey Gilding-deKort	March 2020	In progress	Leaflets completed need promoting
1.39	Commission an LGBT+ network to work with communities and get a greater understanding of their needs and strengthen the communities voice	SEOG	Tom Rutland	December 2023	Ongoing	The network has been commissioned
1.40	Commission an Interfaith and Belief network to work with communities and get a greater understanding of their needs and strengthen communities voice	SEOG	Tom Rutland	December 2023	Ongoing	The network has been commissioned

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	Action	Lead Organisation	Responsible and support officers	Completion Date	Status	Commentary
1.41	Support 2022 Yeovil Multi Cultural event	South Somerset District Council	Dave Crisfield – Communities Specialist Locality, Arts and Leisure officers	July 2022	In progress	Support being provided in the form of officer support, venue, funding and event management support. Also exploring options to support Chard event

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<p>Objective 2</p>	<p>Improve the understanding and reduce the stigma of mental health and disability within and across communities</p>
<p>Organisations committed to this Objective</p>	

	Action	Organisational Lead	Responsible and support officers	Completion Date	Status	Commentary
2.1	Work with youth groups to improve knowledge of and destigmatise eating disorders	Somerset CCG	Lee Reed	December 2020		
2.3	Work with Mental Health charities in Somerset to identify training materials and opportunities for staff.	Somerset County Council	Tom Rutland	December 2020	Not started	
2.4	Deliver training to core partners (Police, Social Care, Housing Associations, Hospital Staff) on mental health conditions	Somerset County Council	Tom Rutland	April 2023	Not started	
2.5	Create a mechanism to reach agreement on what Public bodies publish about Mental health	Somerset County Council	Tom Rutland	April 2021	Not started	

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	Action	Organisational Lead	Responsible and support officers	Completion Date	Status	Commentary
2.6	Use of social media to spread information about mental health conditions	Somerset County Council	Lucy Nicholls and Tom Rutland	April 2023	Not started	Prioritising TimeToTalk Day in February
2.7	Training opportunities for staff to improve understanding around mental health	Somerset County Council	Michelle Anderson	April 2023	Ongoing	Mental Health First Aid training ongoing for staff at YDH Devon and Somerset Fire and Rescue provide Mind Blue Light and Mental Health First Aid training provided. Suicide prevention course and Suicide Awareness training made available.
2.8	Develop a 3-year training programme using the Sedgemoor Bitesize initiative on Disability Awareness which will include sessions on Mental Health awareness and threat of suicide	Sedgemoor District Council	Angela Farmer	April 2020	In progress	Year one has been delivered and year 2 being planned to include sessions on disability awareness, mental health and threat of suicide
2.9	Develop the internal Intranet site to allow staff access to information on disability and mental health conditions, including links to local support and community groups,	Sedgemoor District Council	Angela Farmer	April 2020	In progress	This links to the action above
2.10	Update the Council's action plan around Disability Confident Employer, producing an update report for Assistant Directors	Sedgemoor District Council	Angela Farmer People Team	April 2020	Not started	

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	Action	Organisational Lead	Responsible and support officers	Completion Date	Status	Commentary
2.13	Achieve Disability Confident Level 2	Devon and Somerset Fire and Rescue	Audrey Gilding-deKort	Dec 2019	In progress	Currently Disability Confident Level 1 achieved, working to level 2
2.15	Promote Purple Tuesday to Businesses in Mendip. Help to promote those that are taking part to the disabled community.	Mendip District Council	Tom Rutland and Jenny Pitcher	November 2020	Not Started	
2.16	Work with Businesses in Mendip to provide Mental Health first aiders	Mendip District Council	Tom Rutland and Jenny Pitcher	November 2020	Not Started	
2.17	Create a network of Mental Health Ambassadors in Somerset	Somerset County Council	Michelle Anderson	April 2023	Not Started	
2.18	Signpost sources of mental health support on our website and within our Tenant's Newsletters.	Somerset West and Taunton	Communication and Engagement Specialist	Ongoing from 2019/20		
2.19	Use Social Media and SWT staff/Member newsletters to promote Mental Health Awareness Week in May and Time To Talk in February	Somerset West and Taunton	Communication and Engagement Specialist	Ongoing from Feb 2020		
2.20	Deliver mental health awareness training to our front line staff	Somerset West and Taunton	Strategy specialist	December 2021	Not Started	

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	Action	Organisational Lead	Responsible and support officers	Completion Date	Status	Commentary
2.21	SWT to undertake Council domestic-violence self-assessment and implement an action plan.	Somerset West and Taunton	Strategy specialist	December 2021	Not Started	
2.22	<p>YDH to publish WDES (disability equality) Sept-19, to include actions such as:</p> <ul style="list-style-type: none"> • update terminology, replacing 'disabled' with 'differently enabled' following discussion with Compass; • review reasons for individuals entering a capability process; • consider addition of characteristic fields in incident system; • provide additional Conflict Resolution training for staff; also guidance for managers re 'reasonable adjustments'; • consider how Trust Board could be more representative 	Yeovil District Hospital	Emma Symonds	Sept 2019	Ongoing	<ul style="list-style-type: none"> • WDES Published as required • Terminology undecided. Further work required • Just Culture uptake and integrated in all HR processes (Capability) Discussion around adopting new appraisal & wellbeing conversations. • Conflict resolution training has been intermittent in response to pandemic but Security dept wish to focus on specific areas, such as HCA. • Reasonable adjustment (health passport) in place, but being reviewed in line with NHSI focus. • Board representation a KPI

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	Action	Organisational Lead	Responsible and support officers	Completion Date	Status	Commentary
2.23	Create a Joint Disability conference for Somerset	SEOG	Tom Rutland	June 2022	In progress	
2.24	Work with Disabled People in Somerset to improve understanding of what a hate crime is and how to report it through videos and talking heads.	SEOG	Tom Rutland	April 2022	In progress	
2.25	Deliver a range of wellbeing services to support staff mental health. Measures include <ul style="list-style-type: none"> • External and independent Carefirst service • Wellbeing Buddies • Mental Health First Aiders • Resilience Plans 	South Somerset District Council	People and Performance	Ongoing	Ongoing	

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<p>Objective 3</p>	<p>Work with the Gypsy and Traveller community to improve relationships and the provision of pitches</p>
<p>Organisations committed to this Objective</p>	

	Action	Organisational Lead	Responsible and support officers	Completion Date	Status	Commentary
3.1	Work across Somerset to identify pitch/plot provision for Gypsies and Travellers (including temporary and transit pitch provision)	SEOG	Angela Farmer and Tom Rutland	December 2021	In progress	Work has taken place to identify some land that could be used for Gypsy and Traveller provision.
3.2	Work with support services to create a companion document for the Gypsy and Traveller Accommodation Assessment (GTAA) focusing on services	SEOG	Tom Rutland and Angela Farmer	December 2021	In progress	Whilst the document has been created it will need to be updated once the GTAA is completed in Autumn 2021
3.3	With the Community create an informed Illegal encampments process for Somerset	SEOG	Angela Farmer and Tom Rutland	December 2021	In progress	A process has been created in Sedgemoor that could be used across other authorities.

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	Action	Organisational Lead	Responsible and support officers	Completion Date	Status	Commentary
3.10	Support Planning Policy team in the delivery of Development Plan Document for Gypsy and Traveller sites in Sedgemoor	Sedgemoor District Council	Angela Farmer Planning Policy Team	April 2021	Not started	
3.12	Include a positive policy within the emerging SWT Local Plan to support pitches in appropriate locations (criteria based) informed by the GTAA	Somerset West and Taunton	Strategy Specialist	To be Confirmed		
3.13	Explore options at Otterford B site	Somerset West and Taunton	Strategy Specialist	December 2020		
3.14	Review the Gypsy, Traveller Accommodation Assessment for Somerset	Somerset West and Taunton		December 2020		

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<p>Objective 4</p>	<p>Review and where necessary improve recruitment practices to make them more inclusive.</p>					
<p>Organisations committed to this Objective</p>						
	<p>Action</p>	<p>Organisational Lead</p>	<p>Responsible and support officers</p>	<p>Completion Date</p>	<p>Status</p>	<p>Commentary</p>
<p>4.1</p>	<p>Michelle and Jane and Emma to complete</p>					
<p>4.2</p>						
<p>4.3</p>						

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<p>Objective 5</p>	<p>Improve the consistency of Accessibility Standards across the Public Sector for service users including the Accessibility Information Standard.</p>
<p>Organisations committed to this Objective</p>	

	Action	Organisational Lead	Responsible and support officers	Completion Date	Status	Commentary
5.3	Deliver the work necessary to meet the accessibility requirements within Bridgwater House	Sedgemoor District Council	Angela Farmer and Sedgemoor Property Team	April 2020	In progress	Senior Leadership Team have agreed to pursue work to automate identified doors to improve accessibility around Bridgwater House.
5.4	Undertake a review of the Council's website in light of EU accessibility requirements for websites	Sedgemoor District Council	Angela Farmer and Web Manager	April 2020	Not started	

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	Action	Organisational Lead	Responsible and support officers	Completion Date	Status	Commentary
5.5	Work to deliver an agreed approach to translation and interpretation in Sedgemoor	Sedgemoor District Council	Angela Farmer	April 2020	In progress	Have worked as part of the County Council Translation and Interpretation tender and agreed to be part of the contract moving forward. Work to do to compliment the contract within Sedgemoor.
5.6	Work to improve information to staff around accessibility requirements, how to respond and what provider the Council has agreed to use	Sedgemoor District Council	Angela Farmer	April 2020	Not started	
5.9	Produce an accessibility standard for Mendip District Council	Mendip District Council	Tom Rutland	December 2019	Not started	
5.10	Complete an access audit on all Mendip Council buildings	Mendip District Council	Tom Rutland	December 2020	Not started	
5.11	Identify work to be completed to make Mendip buildings More accessible for staff and the public.	Mendip District Council	Tom Rutland	December 2020	Not started	
5.12	Work with the Somerset Disability Engagement Service to provide accessibility audits form Somerset and share learning from these.	SEOG	Tom Rutland	December 2023	In progress	First audits identified
5.13	Create a Customer Charter for Somerset, recognising the Accessibility Information Standard	SEOG	Tom Rutland	April 2022		

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	Action	Organisational Lead	Responsible and support officers	Completion Date	Status	Commentary
5.14	Create an action plan to support the Customer Charter	SEOG	Tom Rutland	April 2022		

Objective 6	Improve organisational compliance with the PSED
Organisations committed to this Objective	 <p>South Somerset District Council</p>

	Action	Organisational Lead	Responsible and support officers	Completion Date	Status	Commentary
6.1	<p>a) To promote the 'Diversity, Equality and Discrimination' training module on the Learning Management System to 'certification' level i.e. a Mandatory requirement for all staff.</p> <p>b) Embed LGA members online equality training modules within SSSC LMS</p>	South Somerset District Council	<p>Dave Crisfield – Communities Specialist</p> <p>People and Performance</p> <p>Democratic Services</p>	February 2022	In progress	<p>Compulsory module to be backed up by follow-up modules</p> <p>Avoiding and Dealing with -</p> <ul style="list-style-type: none"> • Race Discrimination • Gender Reassignment Discrimination • Religion/Belief Discrimination • Sexual Orientation Discrimination • Age Discrimination • Sex Discrimination • Disability Discrimination

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Action	Action	Organisational Lead	Responsible and support officers	Completion Date	Status	Commentary
6.2	Update Equalities information/resources on Staff Portal	South Somerset District Council	Dave Crisfield – Communities Specialist Communications	Ongoing	In progress	
6.3	Improve overall visibility of the PSED across the business e.g. use of images on website and in social media communications and internal communications with Staff and members	South Somerset District Council	Dave Crisfield – Communities Specialist Communications	Ongoing	In progress	
6.4	Improve compliance in decision making through effective use of EIA's in both committee and SLT reports	South Somerset District Council	Dave Crisfield – Communities Specialist	Ongoing	In progress	Briefings given via Staff Awareness session and Article in One Team Weekly. Committee templates updated
6.5	Carry out second equalities compliance audit in 2022	South Somerset District Council	Dave Crisfield – Communities Specialist Case Officer	July 2022	Not yet commenced	

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Action	Action	Organisational Lead	Responsible and support officers	Completion Date	Status	Commentary
6.6	Develop an approach and material to assist case officers and specialists to challenge discriminatory comments from customers/stakeholders	South Somerset District Council	Dave Crisfield – Communities Specialist Customer Connect Manager		Not yet commenced	

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Objective 1 (Completed/Deleted)		Work with Communities to improve the opportunities for integration and cohesion.				
1.1	Work with the Lesbian, Gay Bisexual and Transgender community about support that is needed and opportunities that are available for better integration opportunities.	SEOG	Tom Rutland and Angela Farmer	2020 – Partnership in existence and way forward agreed	Completed	Research was completed with the community and a service has been commissioned to gain the voice of the community. Action 1.39
1.2	Work with the Faith and Belief community about support that is needed and opportunities that are available for better integration opportunities	SEOG	Tom Rutland and Angela Farmer	December 2021	Completed	Research was completed with the community and a service has been commissioned to gain the voice of the community. Action 1.40
1.3	Undertake county wide Faith Audit	SEOG	Angela Farmer and Tom Rutland	2021	Deleted	This will be completed through Action 1.40

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Objective 1 (Completed/Deleted)		Work with Communities to improve the opportunities for integration and cohesion.				
1.6	Support the BME Community around creating a Multicultural Forum in Somerset.	SEOG	Tom Rutland, Angela Farmer and Lucy Nicholls	Ongoing	Completed	<p>Somerset Multi-Cultural Association has been created with representatives from BME groups in Somerset.</p> <p>Further work will need to be completed on Public Bodies relationship with the Forum (see action 1.38).</p> <p>Work with Somerset Diverse Communities to get an ongoing understanding of community need.</p>
1.9	Work with ESOL (English for Speakers of Other Languages) providers in Somerset to create a single website to identify all ESOL provision in Somerset	SEOG	Angela Farmer and Tom Rutland	September 2020	Completed	<p>A directory has been created. We are currently in the process of testing and uploading content.</p> <p>Website been finalised to be shared.</p>
1.11	After retendering translation and interpretation contract promote their use internally.	Somerset County Council	Tom Rutland	October 2019	Completed	Yeovil and District Hospital are looking at the potential of joint procurement with Musgrove Park Hospital.

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Objective 1 (Completed/Deleted)		Work with Communities to improve the opportunities for integration and cohesion.				
1.24	Assess future role and composition of the moribund South Somerset Equality Forum and bring forward action plan as appropriate.	South Somerset District Council	Richard Birch - Lead Specialist Dave Crisfield – Specialist	December 2019	Deleted	
1.25	Design and deliver new Equalities module as part of SSDC staff Induction training, and more detailed ongoing Equalities Training for both staff and elected members.	South Somerset District Council	Dave Crisfield - Specialist HR Specialist	December 2019	Deleted	An equalities elearning module will be part of the council's new Learning Management System (LMS). The LMS platform is currently in a testing phase.
	Undertake a monitoring exercise that will measure levels of compliance with the requirement to have 'Due Regard' specifically as evidenced through the use of Equality Impact Assessments. Thereafter implement improvement measures as applicable.	South Somerset District Council	Dave Crisfield – Specialist Case Officer	December 2021	Completed	Analysis of 12 months of committee reports undertaken. Report taken to SLT including recommendations for action. Action Plan produced and agreed by SLT

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Objective 1 (Completed/Deleted)		Work with Communities to improve the opportunities for integration and cohesion.				
1.26	Enhance community integration and cohesion through improved delivery of the Public Sector Equality Duty by delivering a process that will achieve greater compliance with the requirement to undertake Equality Impact Assessments.	South Somerset District Council	Dave Crisfield - Specialist Case Officer	February 2019	Completed	New countywide EIA process has been implemented with the addition of a pre EIA Impact Relevance Check Form. Supported with improved information on staff and members portals, publicity and briefings to Leadership Management Team and as part of new members training.
1.27	Around the World at YDH – diversity celebration event at Yeovil Hospital 25-26 March 2019. Invitation will be extended to external partners following previous discussions, e.g. Council	Yeovil District Hospital	Emma Symonds	March 2019	Completed	2020 event to be confirmed 2020 event cancelled due to pandemic 2021 event planned for 23/8-27/8, however after heightened needs to respond to the pressures, the events has been postponed.
1.28	YDH holding internal Domestic Abuse Awareness training day for its staff in April 2019	Yeovil District Hospital	Emma Symonds	April 2019	Completed	31 attended: 15 internal and 16 external No plans as yet for 2020 No plans due to Pandemic restrictions

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Objective 1 (Completed/Deleted)		Work with Communities to improve the opportunities for integration and cohesion.				
1.38	Develop a good working relationship with the Somerset Multicultural Association	SEOG	Tom Rutland and Angela Farmer	September 2020	Completed	A working relationship has been created with the lead for the Association.
1.39	Support Yeovil Multi Cultural event in 2021	South Somerset District Council	Dave Crisfield – Communities Specialist Locality, Arts and Leisure officers	August 2021	Completed	Support being provided in the form of officer support, venue, funding and event management support. Based on success of 2021 event, support to be provided on an annual basis
	Introduce a range of measures to support improvements in the equalities within the council Measures to include:- <ul style="list-style-type: none"> Reinstatement of Equalities modules as part of Staff and elected member induction and ongoing training Equalities Staff Network	South Somerset District Council	Dave Crisfield – Communities Specialist People and Performance	February 2022	Complete	Staff and member training now addressed under a new SSDC Equalities Action Plan agreed in December 2021. See new Staff Survey to determine viability of an Equalities Staff Network drafted and awaiting approval of People services.

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Objective 2 (Completed/Deleted)		Improve the understanding and reduce the stigma of mental health and disability within and across communities				
2.2	Agreement on the definition of a Mate Crime (Mate crimes happen when vulnerable people are befriended by someone who uses the relationship to exploit or abuse them) across Somerset	Somerset County Council	Tom Rutland	September 2021	Completed	Completed by the Somerset Adults Safeguarding Board.
2.11	To refresh and update the Supporting Attendance Policy for Sedgemoor including extending the support available to include mental health support through Working Minds	Sedgemoor District Council	People Team		Completed	Revised policy has been agreed and signed off. Recognises the increased support for mental health through Working Minds.
2.12	Contribute to the delivery of improved mental health services in Somerset by: <ul style="list-style-type: none"> Participation in the local South Somerset Health and Wellbeing forums and the development of local projects. Strategic influence through the South Somerset Strategy Group	South Somerset District Council	Dave Crisfield - Specialist Ian Potter – Lead Specialist (Vulnerable People)	Ongoing	Deleted	Work of the Health and Wellbeing structures in South Somerset made significant contribution to the awarding of new funding to support mental health services for young people in Yeovil.
2.14	Create promotion activity and community support around a mental health day at Mendip District Council Shepton Mallet offices.	Mendip District Council	Nataliya Wills	September 2019	Completed	

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Objective 3 (Completed/Deleted)		Work with the Gypsy and Traveller community to improve relationships and the provision of pitches				
3.4	Work with the Community to create briefing sheets for staff around understanding of the community in relation to service delivery	SEOG	Angela Farmer and Tom Rutland	June 2021	Deleted	Training will delivered through the Gypsy Liaison Officers
3.5	Work to find suitable funding to create Gypsy Liaison Officer role for Somerset	SEOG	Tom Rutland and Angela Farmer		Completed	Funding has been agreed till October 2021. Further funding will need to be identified after this point.
3.6	Work with the community to create a functioning Gypsy and Traveller Forum	SEOG	Angela Farmer and Tom Rutland		Completed	This will be taken forward by the Gypsy and Traveller Liaison Roles.
3.7	Determine which land parcels Sedgemoor will take forward based on SCC land identification work	Sedgemoor District Council	Angela Farmer	April 2019	Completed	County Council land parcels identified and fully examined. No plots found to be suitable.
3.8	Seek agreement from Senior Leadership team about the plots to take forward including the actions that will be needed to deliver the sites and budgetary requirements	Sedgemoor District Council	Angela Farmer	April 2019	Completed	Senior Leadership Team agreed with outcome identified above. They agreed to work with partners to look at more joined up approach.
3.9	Seek agreement from the Executive to the approach agreed	Sedgemoor District Council	Angela Farmer	December 2019	Cancelled	No longer being taken forward as part of another action.
3.11	Provide training for the Planning Board on Gypsy and Traveller issues in relation to planning. Using this opportunity to remind them of their responsibilities in this area.	Mendip District Council	Tom Rutland	November 2019	Completed	This needs to be repeated for the new members of Planning Board

APPENDIX 1

Objective 5 (Completed/Deleted)		Improve the consistency of Accessibility Standards across the Public Sector for service users including the Accessibility Information Standard.				
5.1	Create a Sensory Loss Charter for Somerset, recognising the Accessibility Information Standard	SEOG	Tom Rutland and Angela Farmer	April 2021	Deleted	Change to a Customer Charter – Action 5.13
5.2	Sensory Loss Action Plan	SEOG	Tom Rutland and Angela Farmer	April 2021	Deleted	Action Plan to support the Customer Charter – Action 5.14
5.7	Deliver an accessible new SSDC website as part of the Transformation Programme	South Somerset District Council	Jess Power Dave Crisfield	January 2019	Completed	New WCAG 2.0 Level AA compliant website launched. BSL videos now largely out of date.
5.8	Monitor new website in its first 12 months of operation to address any initial accessibility teething problems.	South Somerset District Council	Dave Crisfield	December 2019	Completed	Audit completed by Shaw Trust. Improvements to ensure WCAG 2.0 Level AA compliance completed.