

# Devon County Council

## Fair for All Programme Consultation Summary

### Background

The Fair for All Programme was created and developed between April 2004 and January 2005. It has been heavily influenced by consultation carried out prior to and during that period and has taken account of best practice in the public and private sectors.

In February 2005 the Council formally consulted on the programme. The organisations and individuals listed below were invited to contribute and encourage their networks to do the same.

Whilst the Council had to set a timeframe for the publication of the Programme it will continue to work with a wide range of people to ensure it remains focused on the right areas. The Programme is therefore a 'living document' that will be influenced by a range of factors.

### Consultees

- External
  - Fair Play South West (Member of the Council's Equality Reference Group)
  - Devon Racial Equality Council (Member of the Council's Equality Reference Group)
  - Living Options Devon (Member of the Council's Equality Reference Group and Training Provider)
  - Agile (Member of the Council's Equality Reference Group)
  - The Intercom Trust (Member of the Council's Equality Reference Group and Training Provider)
  - IODA (Training Provider)
  - The Zebra Collective (Training Provider)
  - Kauser Ahmed, Consultant
  - Devon County Unison
  - Audit Commission
  - The Programme was also published on the Council's website with an invitation to comment
- Internal
  - Political Leaders
  - Members of the Council's Equality Steering Group
  - Corporate Management Board
  - Directorate Management Teams
  - LGBT Employee Network
  - BME Employee Network
  - DCC staff via the Council's Insider E-bulletin and Directorate newsletters (see attached)
  - Managers responsible for the delivery of specific parts of the Programme

### Consultation Feedback

The Council is grateful to all those who participated in the consultation process. The table below identifies some of the issues that were raised and the Council's response.

<b>Comments and Issues Raised</b>	<b>County Council Response</b>
Specific comments highlighting areas where language could be plainer, greater clarity is needed and where layout could be improved.	The revised Programme reflects many of the changes suggested including new additions to the glossary.

<b>Comments and Issues Raised</b>	<b>County Council Response</b>
Concerns about the lack of reference to disability and age.	The introduction to the action plan has been changed and now explains that actions focus on all equality strands unless otherwise stated.
Offer to share results of consultation with women in Devon on mental health.	The Council looks forward to receiving the report and identifying what role the Council should play in tackling the issues identified.
Disappointed that the commitment included in an earlier draft to address the issue of appropriate language and to provide guidance to staff and elected members has been omitted from the final version.	The Commission for Racial Equality has recently recommended a move away from list of do's and don'ts instead encouraging a focus on the ethics of respect and consideration from which non-oppressive language can grow.
Question why Trans issues are not considered alongside Lesbian, Gay and Bisexual issues.	The Council feels that Trans issues should be considered as part of gender equality and are different from sexual orientation.
The accuracy and origin of some statistics and research was questioned.	Statistics have been checked and all sources are now quoted. Adjustments have been made for clarity and some additional narrative has been included.
Questions about how progress will be monitored and success measured.	There is a section dedicated to this area within the Programme. Targets and outcomes will also be incorporated into the Council's new Performance Management System.
Some of the comments about challenging prejudice and discrimination have been written with a White organisation in mind.	Commentator invited to comment on how the relevant sections could be improved.
It is not clear whether the target dates in the action plan are deadlines, start dates or something else.	The action plan now makes it clear that dates are targets for completion. Many of the actions are supported by specific project plans.
Where language is aspirational greater clarity is needed about what will be achieved.	The Programme is a living document and some parts are developmental by their nature. Aspirational language will be sharpened as the Programme progresses.
Would like to see specific references to carers.	Commentator invited to comment on how the relevant sections could be improved.

Comments and Issues Raised	County Council Response
Positive comments regarding the way earlier consultation has influenced the programme and on the use of diagrams.	-
Welcome the document which does a good job of bringing together the various strands of equality work into one co-ordinated programme.	-

**Next Steps**

The Programme has been designed and produced. The Council will publish the Programme after the Devon Equality Reference Group has completed its audit of the Council's performance against Level Two of the Equality Standard for Local Government as changes may be required as part of that process.

Angela Welch  
 Corporate Equality Officer  
 March 2004