

Review of County Partnership Equal Opportunity Policy Implementation Plan

A number of identified objectives of the EYDCP Plan 2000/2001 regarding Equal Opportunities have been progressed and some have required revision.

Numbering corresponds with numbering in Equal Opportunity Policy Implementation Plan.

1. Induction Training

Progress

To ensure that all staff acquired a clear understanding of the Equal Opps Policy, a plan to offer Induction training to all newly recruited staff was agreed. This Target has not been fully met. While a published Policy has been delivered it has not yet been possible to deliver a comprehensive training programme to go with it. Some initial training has occurred focusing upon the Partnership Infrastructure.

Special Educational Play schemes all now have Equal Opportunities Policies and access to training

Revised Target 2001/2002

- It has now been identified that as Equal Opportunity Policy needs full integration in all training, (including Foundation Curriculum Training). This will be taken to the Training, Quality and Recruitment sub-group for shared implementation.
- There is a further need to assist settings in the interview process and induction of staff with the view of Equal Opportunities and a working model to be produced by the Equal Opps sub-group by collating existing operational models from all members Services.
- Tender invitations for Partnership Training need to be sent widely including specialist training facilities within Hertfordshire. Some training may only be available further a field in order to meet Targets.

2. Equal Opportunities Information Brochure

Progress

With the Launch of CIS (Children's Information Service) and the new CSF (Children's Schools and Families Service) it was decided to delay the Information Brochure.

Revised Target 2001/2002

- Produce an Equal Opps information Brochure

3. Data Collection and Analyse

Progress

Groups that may face obstacles in assessing services have been identified.

Work continues as identified in the implementation plan to collate and Analyse relevant data and a consultant organisation (MCA) are currently undertaking an Audit.

Revised Target 2001/2002

- Decide on data collection, and method of collection.

4. Equal Opportunities sub-group

Progress

The above formed in June 2000 to act as a co-ordinative body to proceed with the stated overall objective that everybody, with an interest in services under the Plan are aware of the Partnership's Equal Opportunities Policy and the progress of the Partnership Implementation Plan.

A written Equal Opps Policy was published in summer 2000 in line with implementation time scale.

Stakeholder membership includes representation from Pre- school Learning Alliance, Multi Ethnic Curriculum Support Service, Nursery schools, Project Officer Children with Disabilities Social Services, National Childminding Association, Under Eight's, Independent specialist trainer, Early Excellence Centre, Mencap, Traveller Support Service, Advisory Teacher.

A review of Targets was under taken at the December meeting.

Revised Target 2001/2002

- Review Membership

5. Partnership Information

Progress

To ensure that information disseminated by the Partnership is accessible to all it was agreed to identify relevant languages, community media and destinations for information. An Information sub-group has now been formed sharing its objectives with the Equal Opportunities Sub-group.

Revised Target 2001/2002

- Continue to monitor accessibility of Partnership Information.
- Improve distribution of Information.

6. Directory

Progress

Provide Directory of resources to Partnerships, Services, Parents and Settings
The original target date 2002

Revised Target 2001/2002

As above

7. Specific training for Providers with regard to the needs of children and families where English is their second language.

Progress

Specific training has been available within the Partnership training programme
2000/2001

Revised Target 2001/2002

- Training Quality and Recruitment sub-group to include specific area in general training tenders. May 2001
- Training Quality and Recruitment sub-group to include this specific area in Foundation Stage Training.

8. Positive approach to inclusion.

Progress

Networks have been developed for both Special Needs schemes and Main Stream schemes with some workers accessing both.

Equal Opportunity Policy given out to new providers by Under Eights

All providers applying for grant funding have received a copy of Equal Opps Policy.

Training Opportunities have been provided.

Develop a user-friendly training and implementation checklist for providers, this

Target has not been addressed and needs to be revised alongside other training issues time scales.

Revised Target 2001/2002

- To develop checklist for providers

Revised Target 2001/2002

- The newly created Hertfordshire staff bank to have Induction and training schemes for inclusive practice May 2001

Disabilities Interests and Issues

Revised Target 2001/2002

- To ensure that disabilities interests and issues are adequately monitored within the implementation plan.

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