

DWP – Disability Equality Action Plan

Objectives	Actions Required	Timescales	Intended Outcome	Progress
1. To produce a disability equality scheme that sets out tangible actions to promote equality for disabled people.	Publish a disability equality scheme.	By December 2006	Equality of opportunity established for disabled people.	Published on 1 December 2006
	Publish an annual review.	Annually		This document is our annual review.
	Review our disability equality scheme.	2009		
2. To produce the Secretary of State report on progress in the relevant policy area towards equality of opportunity between disabled people and other people.	Agree which public authorities should be included in the report.	December 2007	Leadership on disability equality exists across key elements of the public sector.	Planning for this report is underway.
	Publish the report.	December 2008		

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>3. To ensure all disabled customers are able to access our services in a way that meets their needs.</p> <p>Further specific actions are included in our businesses' action plans, for example, the accessibility of our IT systems and our telephone service.</p>	<p>Develop a set of minimum customer accessibility standards and agree implementation plans with businesses.</p>	<p>February 2007</p>	<p>Set of corporate minimum customer accessibility standards exists to meet needs of all diversity groups accessing Department for Work and Pensions services.</p> <p>The best possible service to all our customers is provided, reflecting their diverse requirements.</p>	<p>Customer accessibility standards have been developed. A gap analysis of the work needed to implement the standards and the cost is under way. Implementation approach will be developed in the light of the change programme and outcome of gap analysis.</p>
	<p>Encourage sharing of good practice across different parts of the Department through use of the customer service internal website.</p>	<p>March 2007</p>		
	<p>Monitor implementation across Department and review standards, as appropriate.</p>	<p>Ongoing</p>		<p>This will take place when the customer accessibility standards can be implemented.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>3. To ensure all disabled customers are able to access our services in a way that meets their needs.</p> <p>Further specific actions are included in our businesses' action plans, for example, the accessibility of our IT systems and our telephone service. <i>(continued)</i></p>	<p>Review our IT accessibility standards to ensure our IT systems support our diverse range of customers.</p>	<p>Ongoing</p>	<p>Programme of work to ensure:</p> <ul style="list-style-type: none"> accessibility of IT systems considered at design stage; all IT systems are fully accessible to our customers and staff; and standards for telephony equipment developed. 	<ul style="list-style-type: none"> Accessibility standards were reviewed in December 2006. Textphone standards were introduced in March 2007. Standards will be reviewed again when revisions to ISO technical standards are available.
	<p>Consider accessibility across all existing IT systems on a prioritised basis to provide a common understanding of the current position.</p>	<p>By 2009</p>		<p>Initial audit of systems complete. A detailed audit on priority systems will follow in late 2007 and early 2008.</p>
	<p>Review existing assistive technology.</p>	<p>By 2009</p>	<p>Effective technology exists with appropriate support and maintenance services for our users.</p>	<p>Assistive technologies available in our catalogue are regularly reviewed with our suppliers. Under the revised contract with EDS, software will be regularly upgraded so we do not fall more than one release behind the most current version.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>3. To ensure all disabled customers are able to access our services in a way that meets their needs.</p> <p>Further specific actions are included in our businesses' action plans, for example, the accessibility of our IT systems and our telephone service. <i>(continued)</i></p>	<p>Review our standards, guidance and training for project managers.</p>	<p>By 2009</p>	<p>There is improved understanding of accessibility requirements and standard of accessibility plans across all projects.</p>	<ul style="list-style-type: none"> • Our change lifecycle was updated in early 2007 to reflect the new equality legislation and the need to conduct equality impact assessments. • The high level business requirements product has been updated to include a new section on diversity and equality requirements and a revised section for accessibility requirements. • The grading documents for our Departmental change gateways have also been updated to include a reference to the equality impact assessment.
	<p>Improve governance processes.</p>	<p>By 2009</p>	<p>There is assurance that we have designed, developed and released accessible systems.</p>	<p>The grading documents used in the gated review process have been updated to include a reference to equality impact assessments and seek assurances that the appropriate change lifecycle product sets have been produced and signed-off by stakeholders.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>3. To ensure all disabled customers are able to access our services in a way that meets their needs.</p> <p>Further specific actions are included in our businesses' action plans, for example, the accessibility of our IT systems and our telephone service. <i>(continued)</i></p>	<p>Ensure:</p> <ul style="list-style-type: none"> the process for acquiring accessible products and services through existing contracts is understood; and future contracts have appropriate obligations regarding accessibility. <p>Prepare for cross-Government event on IT accessibility for senior managers.</p>	<p>Ongoing</p> <p>Early 2007</p>	<p>IT systems are fully accessible.</p>	<ul style="list-style-type: none"> New contract signed with EDS in July 2007. Negotiations with BT in early stages. <p>A cross-Government network on accessibility issues has been established. This will take forward priority issues to help promote accessibility across Government.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>3. To ensure all disabled customers are able to access our services in a way that meets their needs.</p> <p>Further specific actions are included in our businesses' action plans, for example, the accessibility of our IT systems and our telephone service. <i>(continued)</i></p>	<p>Develop and implement a customer information service that will allow us to share customer data across the Department.</p>	<p>By 2009</p>	<p>Data is acquired that will allow us to monitor and evaluate the services we provide across the Department and to make improvements where necessary.</p>	<p>Discussions on this will take place in autumn 2007.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>4. To ensure our customers and staff who are disabled and stakeholders are able to contribute to the setting of the Department's priorities</p>	<p>Develop, agree and implement an involvement strategy to:</p> <ul style="list-style-type: none"> • review what we already have in place; • consider whether we are reaching all groups; and • co-ordinate activity across the Department to lessen burdens on customers and stakeholders. <p>Monitor and review arrangements.</p>	<p>June 2007</p> <p>Ongoing</p>	<p>Customers and staff with disabilities help to set the agenda and priorities for the Department.</p>	<p>We have developed a three tier involvement strategy which built on what was already in place, it will help us reach all our customer groups and will ensure a co-ordinated approach to lessen the burdens on our customers and stakeholders. This is under discussion within the Department.</p> <p>We ask our customer stakeholder groups for their views of the arrangements to ensure that they meet their needs. We also monitor and review the arrangements at a variety of regular meetings, for example at the Diversity and Equality Steering Group and the Equality Schemes Working Group.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>5. To use the information we gather on customers and employees to make improvements towards equality for disabled people.</p>	<p>Implement the monitoring and evaluation strategy through workshops with businesses and policy makers to establish roles and responsibilities for both customer and staff data.</p> <p>The results of evaluations will be used by all parts of the Department to improve the services they provide to customers and staff.</p>	<p>January 2007</p>	<p>A Departmental strategy on diversity monitoring exists with clear identification and ownership of roles and responsibilities, across the Department, ensuring fulfilment of legislative requirements.</p>	<p>The monitoring and evaluation strategy was placed on our website in April 2007.</p> <p>Workshops have been held with relevant policy teams to establish roles and responsibilities for staff data.</p> <p>The results of evaluations are used by all parts of the Department, for example our Executive Team considers the quarterly Departmental balanced scorecard and the Human Resources Executive Team considers the human resources statistics quarterly.</p>
	<p>Encourage staff to ensure the diversity information held on them is correct.</p>	<p>July 2007</p>	<p>Equality of opportunity exists across the organisation.</p>	<p>During the autumn we held a communications exercise to encourage staff to ensure the diversity data we hold is correct.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
5. To use the information we gather on customers and employees to make improvements towards equality for disabled people. (<i>continued</i>)	Participate in the regular benchmarking exercise, the Disability Standard, run by the Employers' Forum on Disability. Learn from best practice provided at de-brief sessions.	April 2007 and October 2008 Ongoing	There is improved progress towards equality for disabled people.	We achieve gold standard, coming first in the central government sector and third overall. We attended the Employers' Forum on Disability 'Benchmark for Action' conference in November 2007 to gather information on best practice from other organisations.
6. To ensure all staff have the appropriate cultural and legislative knowledge to understand the business case for diversity and use this when developing policies, providing services for disabled people and staff and dealing with stakeholders.	Line managers to deliver a mandatory awareness session to all staff. Deliver legislation and awareness training package to all staff in 2006/07.	December 2006 March 2007	All staff are trained in diversity awareness.	Completed on time across the Department. Completed on time across the Department.

Objectives	Actions Required	Timescales	Intended Outcome	Progress
6. To ensure all staff have the appropriate cultural and legislative knowledge to understand the business case for diversity and use this when developing policies, providing services for disabled people and staff and dealing with stakeholders. <i>(continued)</i>	<p>Consider, and where possible, deliver awareness training in partnership with disabled staff, customers and stakeholders, to key staff involved in working directly with the public.</p> <p>Revise internal website and diversity toolkit products to improve quality and structure of information on disability.</p>	<p>July 2007</p> <p>February 2007</p>	<p>Staff are better able to help disabled customers.</p> <p>Staff find navigation of internal website and toolkit much easier; and there is a reduction in queries in line with new HR system.</p>	<p>We are currently reviewing all our learning and development material.</p> <p>New disability learning zone went live in April 2007.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>6. To ensure all staff have the appropriate cultural and legislative knowledge to understand the business case for diversity and use this when developing policies, providing services for disabled people and staff and dealing with stakeholders. <i>(continued)</i></p>	<p>Maintain a relevant and updated impact assessment tool and monitor as appropriate so that staff are able to carry out impact assessments effectively, taking into account the needs of disabled people in all day-to-day work.</p>	<p>Ongoing</p>	<p>Progress is made in:</p> <ul style="list-style-type: none"> • eliminating unlawful disability discrimination; • eliminating unlawful harassment of disabled people; • promoting equality of opportunity for disabled people; • taking steps to take account of disabled peoples' disabilities; and • promoting positive attitudes towards people with disabilities and encourage participation in public life. 	<p>Guidance has been revised to make it more user-friendly and we have developed and delivered workshops to staff in a variety of different roles across the Department.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
6. To ensure all staff have the appropriate cultural and legislative knowledge to understand the business case for diversity and use this when developing policies, providing services for disabled people and staff and dealing with stakeholders. <i>(continued)</i>	Develop our business case for diversity.	December 2007	Staff understand how diversity can help us deliver our services.	The website was piloted and tested during the autumn and will be placed on our internal website in December 2007.

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>7. Build a diverse workforce, including our most senior staff, that reflects the diversity of our customers, ensuring that:</p> <ul style="list-style-type: none"> • disabled staff have the opportunity to develop their skills; • disabled staff can perform effectively in their jobs; • staff can contribute to our disability agenda. 	<p>Monitor progress against the actions in the 10-Point Plan.</p>	<p>Ongoing</p>	<p>The workforce reflects the diversity of the wider community. Diversity targets are met by March 2008.</p>	<ul style="list-style-type: none"> • Progress against targets is shown in Annex 1. • Many of the actions in the 10-Point Plan have now been completed. New actions to help us make progress towards our targets have been identified and included in version 2 of the plan. <p>Completed. This was placed on our internal website in July 2007.</p>
	<p>Develop version 2 of the 10-Point Plan following a self-assessment of progress and identification of any new actions that will contribute to improving the diversity of our workforce.</p>	<p>December 2006</p>		<p>Completed on time.</p>
	<p>Prepare for the cross-government peer review.</p>	<p>January 2007</p>		

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>7. Build a diverse workforce, including our most senior staff, that reflects the diversity of our customers, ensuring that:</p> <ul style="list-style-type: none"> • disabled staff have the opportunity to develop their skills; • disabled staff can perform effectively in their jobs; • staff can contribute to our disability agenda. <i>(continued)</i> 	<p>Project to:</p> <ul style="list-style-type: none"> • consider, coordinate and recommend activities in relation to senior civil service recruitment, promotion and succession planning; and • ensure the implementation mainstreaming of diversity procedures within those areas already underway. 	<p>By April 2007</p>	<p>Progress is made towards diversity targets.</p> <p>There is an increase in the diversity of:</p> <ul style="list-style-type: none"> • applicants; • long and short lists; and • appointments. 	<p>Project completed. We have:</p> <ul style="list-style-type: none"> • a strategy for attracting a diverse pool of candidates; • a performance management framework for recruitment consultants; and • good practice guidelines in search and selection for recruiting managers – which have a strong diversity angle. <p>We successfully renewed the use of the Disability Symbol (2 ticks) in July 2007.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>7. Build a diverse workforce, including our most senior staff, that reflects the diversity of our customers, ensuring that:</p> <ul style="list-style-type: none"> • disabled staff have the opportunity to develop their skills; • disabled staff can perform effectively in their jobs; • staff can contribute to our disability agenda. <i>(continued)</i> 	<p>To review the assumptions underlying our diversity targets in readiness for setting new targets in April 2008.</p> <p>New targets diversity agreed.</p>	<p>June 2007</p> <p>April 2008</p>	<p>Diversity targets from April 2008 are stretching but achievable.</p>	<p>Our director of Diversity and Equality is part of a Cabinet Office sub-group that is considering how best to drive diversity in the Civil Service beyond 2008.</p>
	<p>Review current development programmes; review best practice internally and externally; ensure findings and recommendations are carried forward into the design of the new Talent Management Programmes.</p>	<p>April 2007</p>	<p>Positive action provision is established for disabled staff at junior and middle grades with the potential to progress by two grades in three years.</p>	<p>12 disabled staff are taking part in a pilot which began in September 2007. The pilot will run for six months followed by six months business consolidation.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
7. Build a diverse workforce, including our most senior staff, that reflects the diversity of our customers, ensuring that: <ul style="list-style-type: none"> disabled staff have the opportunity to develop their skills; disabled staff can perform effectively in their jobs; staff can contribute to our disability agenda. (<i>continued</i>) 	<p>Engagement with Cabinet Office activity to redevelop diversity development provision for Grades 6 and 7/Bands G and F.</p> <p>Consider a mentoring scheme for disabled staff.</p> <p>Develop an implementation plan for the roll-out of a revised reasonable adjustments process for staff, enabling speedier access to suitable reasonable adjustments.</p>	<p>April 2007</p> <p>December 2007</p> <p>December 2006</p>	<p>Development provision is established for disabled staff at grades 6 and 7/Bands G and F with potential to reach the senior civil service.</p> <p>Disabled staff have the confidence and competence to compete for opportunities.</p> <p>Revised process is implemented across the Department.</p> <p>All staff are able to make the most of their ability to contribute to the Department's goals.</p>	<p>We are participating in the second tranche of the Cabinet Office's Leaders UnLtd scheme.</p> <p>We are exploring a mentoring scheme for disabled staff.</p> <p>Completed.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>7. Build a diverse workforce, including our most senior staff, that reflects the diversity of our customers, ensuring that:</p> <ul style="list-style-type: none"> disabled staff have the opportunity to develop their skills; disabled staff can perform effectively in their jobs; staff can contribute to our disability agenda. <i>(continued)</i> 	<p>New reasonable adjustments process rolled out.</p>	<p>April 2007</p>	<p>(See above)</p>	<ul style="list-style-type: none"> New process rolled out on time. Further guidance on non-work station related reasonable adjustments issued during summer 2007. An amendment to our contract with EDS in July 2007 means staff who need specialist equipment receive a much faster service and have their software refreshed as appropriate.
	<p>Monitor effectiveness of new process through reasonable adjustment returns.</p>	<p>Quarterly</p>		<p>Returns to March 2007 had shown a reduction in cases awaiting reasonable adjustment. From June 2007, we are looking further to review the process following changes to reasonable adjustment assessment provision. We are also changing our resource management system to capture reasonable adjustment case information which will give us a more comprehensive picture.</p>
	<p>Re-launch the revised national staff network structure.</p>	<p>January 2007</p>	<p>National disability staff network is relaunched.</p>	<p>Completed.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
8. To review the disability targets for the membership of non-departmental bodies.	<p>Review Departmental disability targets for non-departmental public bodies.</p> <p>Monitor targets to ensure progress is made.</p>	<p>March 2007</p> <p>Annually</p>	<p>The membership of non-departmental public bodies sponsored by the Department for Work and Pensions reflects the general population.</p> <p>Targets are stretching but achievable.</p>	<p>This review has been delayed due to changes to the non-departmental public bodies sponsored by the Department.</p> <p>2006-07:</p> <ul style="list-style-type: none"> • target 25% • outcome 32%.

Annex 6 DWP – Gender Equality Action Plan

Objectives	Actions Required	Timescales	Intended Outcome	Progress
1. To produce a gender equality scheme that sets out tangible actions to promote equality for all regardless of gender.	Publish a gender equality scheme.	By December 2006	Equality of opportunity for men and women is achieved.	Published on 1 December 2006.
	Publish an annual review.	Annually		This document is our annual review.
2. To ensure our customers, staff and stakeholders are consulted with, involved in and contribute to the setting of the Department's priorities.	Review our gender equality scheme.	2009	<ul style="list-style-type: none"> Men and women (including transgender) are consulted and involved in setting the agenda and priorities for the Department. Their views are taken on board and the agenda and priorities of the Department reflect their views. 	We have developed a three tier involvement approach which built on what was already in place, it will help us reach all our customer groups and will ensure a coordinated approach to lessen the burdens on our customers and stakeholders. This is under discussion within the Department.
	Develop, agree and implement an involvement approach to: <ul style="list-style-type: none"> review what we have in place; consider whether we are reaching all groups, including specific groups targeting gender and transgender issues; co-ordinate activity across the Department to lessen burdens on customers and stakeholders. 	By end March 2008		

Objectives	Actions Required	Timescales	Intended Outcome	Progress
2. To ensure our customers, staff and stakeholders are consulted with, involved in and contribute to the setting of the Department's priorities. <i>(continued)</i>	Monitor and review arrangements.	Ongoing.		We ask our customer stakeholder groups for their views of the arrangements to ensure that they meet their needs. We also monitor and review the arrangements at a variety of regular meetings, for example at the Diversity and Equality Steering Group and the Equality Schemes Working Group.
3. To use the information we gather on customers and employees to make improvements towards equality for men and women.	Implement the monitoring and evaluation strategy through workshops with businesses and policy makers to establish roles and responsibilities for both customer and staff data. The results of evaluations to be used by all parts of the Department to improve the services they provide to customers and staff.	January 2007	A Departmental strategy on diversity monitoring exists, with clear identification and ownership of roles and responsibilities, across the Department, ensuring fulfilment of legislative requirements.	The monitoring and evaluation strategy was placed on our website in April 2007. Workshops have been held with relevant policy teams to establish roles and responsibilities for staff data. The results of evaluations are used by all parts of the Department, for example our Executive Team considers the quarterly Departmental balanced scorecard and the Human Resources Executive Team considers the human resources statistics quarterly.

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>3. To use the information we gather on customers and employees to make improvements towards equality for men and women. <i>(continued)</i></p>	<p>Encourage staff to ensure the diversity information held on them is correct.</p>	<p>July 2007</p>	<p>Equality of opportunity for men and women is achieved.</p>	<p>During the autumn we held a communications exercise to encourage staff to ensure the diversity data we hold is correct.</p>
	<p>Participate in the regular benchmarking exercise Opportunity Now.</p>	<p>October 2006 2008 – date to be confirmed</p>	<p>Improved progress towards equality is seen.</p>	<p>Gold standard achieved. Our highest scores were in the ‘motivate’ section which includes vision, goals, management commitment – but we did less well in the ‘impact’ section. We have communicated the results to the relevant policy owners for them to take the necessary improvement action.</p>
	<p>Contribute to Opportunity Now comprehensive review during 2007.</p>	<p>2007 – date to be advised</p>		<p>This has not yet commenced but we will contribute as appropriate.</p>
	<p>Learn from best practice provided at de-brief sessions.</p>	<p>On-going</p>		<p>Debrief held in June 2007 and actions subsequently agreed.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
4. To ensure all staff have the appropriate cultural and legislative knowledge and the tools to understand the business case for diversity and use this when developing policies, providing services for customers and staff and dealing with stakeholders.	Line managers to deliver a mandatory awareness session to all staff.	December 2006	All staff are trained in diversity awareness.	Completed on time across the Department.
	Deliver legislation and awareness training package to all staff in 2006/07.	March 2007		
	Revise internal website and diversity toolkit products to improve quality and structure of information on gender.	February 2007	Staff find navigation of intranet and toolkit much easier; there is a reduction in queries in line with new HR system.	New gender learning zone went live in May 2007.

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>4. To ensure all staff have the appropriate cultural and legislative knowledge and the tools to understand the business case for diversity and use this when developing policies, providing services for customers and staff and dealing with stakeholders. <i>(continued)</i></p>	<p>Maintaining a relevant and updated impact assessment tool and monitor as relevant so that staff are able to carry out impact assessments effectively taking into account the needs of men and women in all day-to-day work.</p>	<p>Ongoing</p>	<p>Progress is made in:</p> <ul style="list-style-type: none"> • eliminating unlawful discrimination; and • promoting equality of opportunity between men and women. 	<p>Guidance has been revised to make it more user-friendly and we have developed and delivered workshops to staff in a variety of different roles across the Department.</p>
	<p>Develop our business case for diversity.</p>	<p>December 2007</p>	<p>Staff understand how diversity can help us deliver our services.</p>	<p>The website was piloted and tested during the autumn and will be placed on our internal website in December 2007.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>5. Build a diverse workforce, including our most senior staff, that reflects the diversity of our customers, ensuring that:</p> <ul style="list-style-type: none"> • staff have the opportunity to develop their skills regardless of gender; and • staff can contribute to our gender agenda. 	<p>Monitor progress against the actions in the 10-Point Plan.</p> <p>Develop version 2 of the 10-Point Plan following a self-assessment of progress and identification of any new actions that will contribute to improving the diversity of our workforce.</p> <p>Prepare for the cross-government peer review.</p>	<p>On-going</p> <p>December 2006</p> <p>January 2007</p>	<p>The workforce reflects the gender balance of the wider community.</p> <p>Diversity targets met by March 2008.</p>	<ul style="list-style-type: none"> • Progress against targets is shown in Annex 1. • Many of the actions in the 10-Point Plan have now been completed. New actions to help us make progress towards our targets have been identified and included in version 2 of the plan. <p>Completed. This was placed on our internal website in July 2007.</p> <p>Completed on time.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>5. Build a diverse workforce, including our most senior staff, that reflects the diversity of our customers, ensuring that:</p> <ul style="list-style-type: none"> • staff have the opportunity to develop their skills regardless of gender; and • staff can contribute to our gender agenda. <i>(continued)</i> 	<p>Project to:</p> <ul style="list-style-type: none"> • consider, coordinate and recommend activities in relation to senior civil service recruitment, promotion and succession planning; and • ensure the implementation and mainstreaming of diversity procedures within those areas already underway. 	<p>By April 2007</p>	<p>Progress towards diversity targets.</p> <p>There is an increase in the diversity of:</p> <ul style="list-style-type: none"> • applicants; • long and short lists; and • appointments. 	<p>Project completed. We have:</p> <ul style="list-style-type: none"> • a strategy for attracting a diverse pool of candidates; • a performance management framework for recruitment consultants; and • good practice guidelines in search and selection for recruiting managers – which have a strong diversity angle.

Objectives	Actions Required	Timescales	Intended Outcome	Progress
5. Build a diverse workforce, including our most senior staff, that reflects the diversity of our customers, ensuring that: <ul style="list-style-type: none"> • staff have the opportunity to develop their skills regardless of gender; and • staff can contribute to our gender agenda. <i>(continued)</i> 	To review the assumptions underlying our diversity targets in readiness for setting new targets in April 2008.	June 2007	Diversity targets from April 2008 that are stretching but achievable.	Our director of Diversity and Equality is part of a Cabinet Office sub-group that is considering how best to drive diversity in the Civil Service beyond 2008.
	New targets diversity agreed. Engagement with Cabinet Office activity to redevelop diversity development provision for Grades 6 and 7/bands G and F.	April 2008 April 2007	Development provision is established for women at Grades 6 and 7/bands G and F with potential to reach Senior Civil Service.	We are participating in the second tranche of the Cabinet Office's Leaders UnLtd scheme.

Objectives	Actions Required	Timescales	Intended Outcome	Progress
<p>5. Build a diverse workforce, including our most senior staff, that reflects the diversity of our customers, ensuring that:</p> <ul style="list-style-type: none"> • staff have the opportunity to develop their skills regardless of gender; and • staff can contribute to our gender agenda. <i>(continued)</i> 	<p>Take forward recommendations in the Women and Work Commission's report <i>Shaping a Fairer Future</i>, in particular develop proposals for a mentoring scheme for women.</p> <p>Re-launch revised national staff network structure.</p>	<p>March 2007</p> <p>January 2007</p>	<p>Women are able to develop their skills and gain the confidence to compete on merit for opportunities.</p> <p>Gender and work life balance network groups are re-launched in new structure.</p>	<p>We are developing a mentoring scheme for women in under-represented groups.</p> <p>Completed.</p>

Objectives	Actions Required	Timescales	Intended Outcome	Progress
6. To review gender targets for the membership of non-departmental public bodies.	Review Departmental gender targets for non-departmental public bodies.	March 2007	The membership of non-departmental public bodies sponsored by the Department for Work and Pensions reflects the general population. Targets are stretching but achievable.	This review has been delayed due to changes to the non-departmental public bodies sponsored by the Department.
	Monitor targets to ensure progress is made.	Annually		2006-07: <ul style="list-style-type: none"> target 50% outcome 38%.
7. Review all existing policies to ensure they promote equality between men and women.	<ul style="list-style-type: none"> Conduct initial screening impact assessments on all Departmental policies established prior to April 2007. Conduct full impact assessment for any policy where a negative impact is identified. 	By April 2010	<ul style="list-style-type: none"> All current policies are assessed for their impact on gender. Negative impacts are identified and future action plans include appropriate actions to address them. 	Timetables are being developed.