



<b>Key Area</b>	Diversity
<b>Service</b>	

**3 Year Strategic Overview April 2006 – March 2009**

To performance manage the diversity action plan diversity statement for Notts County DAAT and ensure that diversity and race equality are essential to all developmental and planning needs of Notts County DAAT.

**National Framework PSA / Themes**

No PSA target – to work to DSD Diversity Manual, NTA, Diversity Assessment Package (DAP) Department of Health Healthcare Core Standards, Home Office/DIP/UCLan and Diversity Action Plan, Race Relations Amendment Act (2000), Disability Discrimination Act

Key Priorities	Milestones		
	2006/07	2007/08	2008/09
Nottinghamshire County DAAT will work to the Diversity terms of the performance management framework as outlined in the DSD Diversity Manual.	Promote and implement DSD updated manual.	Audit DAAT progress on requirement – meet by 75%.	Ensure full 100% integrated implementation.
Nottinghamshire County DAAT monitored through the ASK Delivery Group will respond to the key findings within the report and the implementations of the strategic Race Equality Framework. The Framework will provide a clear guidance and steer in form of short and long term targets and activities for all drug service providers and partners in Nottinghamshire.  Implement the 16 recommendations from the Report.	Monitor roll out of 16 recommendations and continue to work through Diversity lead.	Develop new priorities alongside 16 ASK recommendations and new community engagement models.	Ensure race equality framework is fully embedded with active user/carer/ community feedback.
Support the priority areas identified by the Women's Strategic Steering Group and Nottinghamshire County Women's Forum.	Support NOMS housing and alcohol priorities.	Monitor women's priorities - focus on Domestic Violence and grandparents.	Review women's specific agenda and audit effectiveness.

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Implement the findings from the Drug Interventions Programme (DIP) Black and Minority Community Engagement needs and gap analysis.	Roll out recommendations.	Monitor BME offenders needs and improvement of provision.	Ensure gap analysis and action report implemented and commissioned.
Nottinghamshire County DAAT will explore how we can provide better information that is easy to understand and is available in minority languages in a variety of formats, including easy read and Braille or audio tapes.	Continue to promote with all communications.	Continue to promote with all communications.	Continue to promote with all communications.
Nottinghamshire County DAAT partners will ensure that their Diversity Action Plan will fulfil DAAT obligations under the Race Relations (Amendment) Act 2000.	Monitor through SLAs.	Update with training to all partners.	Monitor effectiveness.
Support the implementation of the NTA Diversity Self Assessment toolkit DAP (Diversity Assessment Package) to all provider services.	Roll out DAP toolkit to 13 provider services for audit and implementation	Support ongoing implementation and development.	Support ongoing implementation and development.
Ensure DAAT accredited training has equality and diversity units.	Implement specific modules within all accredited modular/training.	Ongoing.	Ongoing.
Undertake disability and learning need assessment through the Community Engagement model (as used in ASK BME report).	Lets Build, through community/peer engagement, to map needs assessment.	Recommendations to be disseminated and actioned by all partners.	Monitor recommendation implementation through service reviews etc.
Pilot sexual orientation monitoring questionnaire with two providers services	With two providers.	Monitor need for roll out.	Monitor need for roll out.
Monitor SLA and diversity action plan impacts for Notts. County DAAT community.	Monitor, ensure and support that all service providers have a diversity action plan in place.	Each service review to be monitored on the impact of the Diversity Action Plan and feedback to JCG when required.	Each service review to be monitored on the impact of the Diversity Action Plan and feedback to JCG when required.
Undertake qualitative research on the substance related needs of young people from dual/mixed heritage.	Monitor through ASK steering group and Young People Joint Commissioning Group.	Outcomes to be actioned and developed supported by partners.	As 2007/2008.