

## Ofgem SES – Action Plan Update 2014

<b>Obj 1:</b>	<b>To build on our existing diversity awareness programme to ensure Ofgem staff (and contractors) are aware of the Equality Act and their responsibilities by 31 March 2014.</b>		
<b>Action</b>		<b>Completion Date</b>	<b>Update</b>
Develop and roll-out staff awareness programme		By 31 Dec 2013	<b>Completed.</b>
Create dedicated microsite on staff intranet for guidance/advisory material		By 31 Dec 2013	<b>Completed.</b>
Introduce Equality Act into staff induction programme.		By Sept 2013	<b>Completed.</b>
Review Ofgem procurement practices to ensure EA compliance		By 31 Dec 2013	<b>Completed.</b>
<b>Obj 2:</b>	<b>To further review and, where necessary, amend our internal processes (HR, building services, procurement) to embed consideration of the Equality Act by 31 March 2014</b>		
Review current HR data to ensure compliance with EA		By Sept 2013	<b>Completed.</b> HR data reviewed.
Review stakeholder engagement to ensure compliance with the EA		By 31 Dec 2013	<b>Completed.</b> Review undertaken.
Review Ofgem procurement practices to ensure EA compliance		By 31 Dec 2013	<b>Completed.</b>
Review decision making processes to ensure compliance with the EA.		By 31 Mar 2014	<b>Completed.</b>
<b>Obj 3:</b>	<b>To further review and, where necessary, amend our policy and decision making process to embed consideration of the Equality Act by 31 March 2014</b>		
Review policy and decision making processes to ensure compliance with the EA.		By 31 Dec 2013	<b>Completed.</b> Reviewed.
Review stakeholder engagement to ensure compliance with the EA.		By 31 Dec 2013	<b>Completed.</b> Reviewed.
Review accessibility and inclusivity of our information to ensure compliance with the EA.		By 31 Mar 2014	Reviewed as part of policy and decision making action.
<b>Obj 4:</b>	<b>To further promote awareness of equality and diversity in Ofgem and publicise our approach to the wider sector we regulate</b>		
Review policy and decision making processes to ensure compliance with the EA.		By 31 Dec 2013	<b>Completed.</b> Review undertaken.
Introduce Board level annual reporting of EA compliance and progress.		By 31 Mar 2014	<b>Completed.</b>
Review People Survey action planning to ensure equality and diversity issues addressed.		By 31 Mar 2014	<b>Completed.</b>
Publish our SES and updates on the Ofgem website.		May 2013	<b>Completed.</b>