

## Section A: Assessment

Policy	Officer conducting this assessment with Contact Details	Date
PCC Consultation & Participation Framework	Jo Atkey, Policy & Performance Officer	March 2009

### 1. The Policy

Is this a new or existing policy?	The purpose of this EIA is to review an existing document with the aim of identifying a new set of activity that reflects current policy drivers, recent inspection findings and local needs.
What is the purpose of the policy?	The current policy describes its 'vision' as being to be an 'exemplar of good practice' in relation to consultation; committed to engaging stakeholders in 'continuous improvement' so that the Council's policies and services reflect the aspirations and needs of all Plymouth's communities; and, that the Council will be 'open, honest, and transparent' in the way it uses findings from consultation.
How do the aims of the policy fit in with corporate priorities i.e. Corporate Plan	The current framework is set in the context of the City's 4 visionary goals and 8 strategic objectives, but needs to be updated to reflect new drivers.
Who will benefit from the policy?	The policy is aimed at a broad range of stakeholders including residents, staff, and partners.
What outcomes are wanted from this policy?	Local people feel able to influence decisions affecting the local area.

<p>Are there any factors that might prevent outcomes being achieved?</p>	<p>Barriers to achieving the outcomes include the following:</p> <ul style="list-style-type: none"> <li>• Inadequate response to current policy, guidance and good practice in respect of engagement &amp; involvement of residents in services</li> <li>• Inadequate understanding about the diversity of needs across the local community, and failure to identify barriers to engagement and involvement</li> <li>• Local partners failing to work together to improve engagement and involvement activity</li> </ul>
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## 2. Data Collection

<p>What quantitative data do you have about the policy relating to equalities groups (e.g. monitoring data on proportions of service users compared to proportions in the population)?</p>	<p>Work to improve engagement and involvement in local services will take into account the following factors:</p> <ul style="list-style-type: none"> <li>• The population of the city is growing, for example between 2001 (the time of the last Census) and 2006, estimates suggest that the city grew from 241,000 to 248,100 (approx. 7100). This growth is expected to continue.</li> <li>• Currently, the largest group in our population is the 25 – 29 age range and for all age ranges between 0 – 34, there are more men than women</li> <li>• Overall, since the last census, there has been an increase in the number of women in the city compared to men</li> <li>• Approximately 1 in 3 of the city’s population is over 50. Projections suggest that there will be a 20% increase in the number of people over 65 by 2020</li> <li>• At the time of the last census, just fewer than 50,000 of the city’s population declared that they had a limiting long-term illness – slightly higher than the South West average. More recent information shows an increase in the number of people claiming Disability Living Allowance, with Mental Health a key contributing factor</li> </ul>
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- Plymouth is predominantly a white city, but in recent years we have seen a substantial growth in ethnic diversity across the city, with the proportion of people identifying as white dropping from 97.1% in 2001 to 96% in 2006.
- Again drawing on the last Census as the most recent source of information, in terms of faith and belief, the majority of residents identify themselves as Christians, with the next largest identified group being agnostic, atheism or no religion at all.
- The last Census did not include a question about sexual orientation, and, currently, no other recognised data sets are available to inform our understanding of the numbers of LGBT people living in the city. National estimates are however available from Stonewall, the national campaigning organisation for LGBT people. These suggest an average of 5-7% of the population, but how that compares to the local picture is not known.

This list is not exhaustive

<p>What qualitative data do you have on the different groups<sup>1</sup> (e.g. findings from discussion groups, information from comparator authorities)?</p>	<p>Results of the last General Satisfaction Survey (2006) state that only 18% of respondents felt satisfied with opportunities for participation in local decision-making, whilst only 28% of respondents agreed that they could influence decisions in their local area. In each case these figures compare poorly with national averages.</p> <p>Results from the Place Survey 2008 are expected shortly. As well as providing a wide range of information about perceptions of and satisfaction with local public service provision (i.e. the Council and its partners), these results will provide an update on:</p> <ul style="list-style-type: none"> <li>• people’s perceptions of their ability to influence decisions in the local area;</li> <li>• whether or not people feel that local public services act on the concerns of local residents;</li> <li>• how well informed people feel about local public services, and opportunities to get involved in local decision-making</li> </ul> <p>All of the above will have an impact on the development of future engagement and consultation strategies both corporately and across the partnership.</p> <p>When comparing our performance against National Indicators (specifically NI4: % of people who feel able to influence local decisions), available information (Price Waterhouse Coopers bench-marking club) indicates that our performance is weak when compared with other authorities, requiring us to set challenging targets in order to place ourselves in a more favourable position when compared with other authorities.</p> <p>As well as identifying the strengths we need to build on, results from recent inspections and peer assessments also shed light on areas for improvement. Key examples are:</p> <p>Equality Scheme for Local Government (ESLG) (2008)  Access to Services Inspection (2008)  Annual Performance Assessment of Social Care (ASC) (2008)</p>
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<sup>1</sup> Age, (young/old) disability, Gender (Male, Female), Race, Faith and Belief, Sexual Orientation (Lesbian, Gay, Bi-sexual, Trans

A summary of the areas for improvement from these inspections is as follows:

(ESLG) The Council's approach to consultation with diverse communities is inconsistent. Community representatives are not always clear why they are being asked to get involved with consultation exercises and what outcomes are achieved. It is acknowledged that it is equally important to tell people why things can't change as well as why they can.

(ESLG) The role of scrutiny needs to be reviewed in the light of new legislation about its role in relation to the LAA

(ESLG) The involvement of stakeholders in the development of EIAs where appropriate could be more consistent across the Council

(AtS) Although there are good examples of innovative engagement (e.g. LDF, Children's Services and Tenants Participation), consultation and engagement is un-coordinated and results in duplication of effort (e.g. several departments visiting households separately to consult on different issues)

(AtS) Action following consultation is not consistently taken and fed back to those who have taken part

(AtS) Consultation with minority groups is not consistently timely and meaningful

(AtS) Recommendation R3: We need to improve engagement with minority and more vulnerable groups by:

Working in partnership with other external agencies in the area to improve understanding and avoid duplication;

Co-ordinating work within the Council to maximise resources and avoid duplication;

Allowing sufficient time and support to respond to consultation, especially for those with disabilities or English as a second language;

Ensuring feedback is always given on actions taken or reasons given why suggested actions were not taken; and

Ensuring Equality Impact Assessments are carried out according to guidance and planned timescales

(A2S) Lack of co-ordinated, inter-departmental approach to Council-wide issues such as consultation leads to duplication and wasted resources – links to CIP14 (improving VFM)

(A2S) The Council has yet to fully engage all stakeholders in the development of its CIPs, with mixed external and frontline staff engagement to inform these plans.

	<p>(A2S) The Council needs to do more to improve use of the web as a consultation tool</p> <p>(APA) Involvement in service design and strategic planning is developing, with some examples of changes in services available. However, we need to build on achievements in 2007/08 to further engage users, carers and citizens and further embed a culture of engagement;</p> <p>(APA) Corporately, there is more to do to understand the impact of disabilities and embed user involvement and engagement, however, improved consultation and an understanding of the experience of people with physical disabilities and sensory impairments have developed, and this is starting to inform service development. User engagement is increasing in this area;</p> <p>(APA) The Council has consulted with carers more in 2007/08, and, resulting from this, there are examples of changes to services;</p> <p>(APA) In 2007-08 commitment to engaging with hard to reach groups was illustrated through e.g. running of HIV training and awareness-raising sessions for staff and other professionals</p>
<p>Please indicate the source of the data gathered? (e.g. Service/Department/Team)</p>	<p>Census 2001, 2006 &amp; 2007 ONS mid-year estimates Population Statistics – Diversity in our Community (Social Inclusion Unit, PCC, Sept. 2009) All our Futures – Plymouth’s Strategy for the over-50s General Satisfaction Survey 2006 Equality Scheme for Local Government (2008) Access to Services Inspection (2008) Annual Performance Assessment of Social Care (2008) Place Survey 2008 (interim findings)</p>
<p>What gaps in data have you identified?</p>	<p>Greater understanding needed about the needs of diverse communities</p>

### 3. Impact

Please complete the following tables using ticks.

Consider the information gathered in section 2 of this assessment form, comparing monitoring information with census data as appropriate<sup>2</sup> and considering any earlier research or consultation. You should also look at the guidance in appendix 1<sup>3</sup>

<b>Equalities Issue</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>None</b>	<b>Reasons for decision</b>
<b>Age</b>	✓			This review will lead to greater clarity about the Council's strategic position (as well as that of our partners) in relation to engagement and involvement based on current policy, inspection findings, good practice and feedback from stakeholders. This will impact positively on all sections of the community.
<b>Disability</b>	✓			As above
<b>Faith</b>	✓			As above
<b>Gender</b>	✓			As above
<b>Race</b>	✓			As above
<b>Sexual Orientation</b>	✓			As above

<sup>2</sup> [www.ons.gov.uk](http://www.ons.gov.uk) (Office National Statistics website)

<sup>3</sup> See SIU equalities legislation paper for additional guidance ([inclusion@plymouth.gov.uk](mailto:inclusion@plymouth.gov.uk))

### 3.1 Do you think that the policy impacts on people because of their age? <sup>4</sup>

Age <sup>5</sup>	Positive	Negative	None	Reasons for your decision
Young (Children and young people, up to 18)	✓			This review will lead to greater clarity about the Council's strategic position (as well as that of our partners) in relation to engagement and involvement based on current policy, inspection findings, good practice and feedback from stakeholders. This will impact positively on all sections of the community.
Older (Working age, and above)	✓			As above

### 3.2 Do you think that the policy impacts on people with a disability? <sup>6</sup>

Disability	Positive	Negative	None	Reasons for your decision
Visual impairment	✓			This review will lead to greater clarity about the Council's strategic position (as well as that of our partners) in relation to engagement and involvement based on current policy, inspection findings, good practice and feedback from stakeholders. This will impact positively on all sections of the community.
Hearing impairment	✓			As above
Physically disabled	✓			As above
Learning disability	✓			As above
Mental health	✓			As above
Other (HIV positive, multiple sclerosis, cancer, diabetes, epilepsy)	✓			As above

<sup>4</sup> For demographic data see [www.plymouth-informed.gov.uk](http://www.plymouth-informed.gov.uk) or [www.ons.gov.uk](http://www.ons.gov.uk)

<sup>5</sup> Individual services should look at how the above age criteria best relates to them, and make clear reference to it in deciding on any impact

<sup>6</sup> Disability is defined as an impairment, which has a substantial, long-term adverse effect on a person's ability to carry out normal day-to-day activities.

### 3.3 Do you think that the policy impacts on people because of their faith/belief? <sup>7</sup>

	Positive	Negative	None	Reasons for your decision
Faith and Belief	✓			This review will lead to greater clarity about the Council's strategic position (as well as that of our partners) in relation to engagement and involvement based on current policy, inspection findings, good practice and feedback from stakeholders. This will impact positively on all sections of the community.

### 3.4 Do you think that the policy affects men and women in different ways?

Gender	Positive	Negative	None	Reasons for your decision
Male	✓			This review will lead to greater clarity about the Council's strategic position (as well as that of our partners) in relation to engagement and involvement based on current policy, inspection findings, good practice and feedback from stakeholders. This will impact positively on all sections of the community.
Female	✓			As above

### 3.5 Do you think that the policy impacts on people on the grounds of their race? <sup>8</sup>

Race	Positive	Negative	None	Reasons for your decision
Promoting equality of opportunity	✓			This review will lead to greater clarity about the Council's strategic position (as well as that of our partners) in relation to engagement and involvement based on current policy, inspection findings, good practice and feedback from stakeholders. This will impact positively on all sections of the community.
Promoting good race relations	✓			As above
Eliminating unlawful discrimination	✓			As above

<sup>7</sup> Religious groups cover a wide range of groupings the most of which are Buddhist, Christians, Hindus, Jews, Muslims, and Sikhs. Consider these categories individually and collectively when considering impacts

<sup>8</sup> Under the Race Relations Act, it is unlawful to discriminate against anyone on grounds of race, colour, nationality (including citizenship or ethnic or national origin). Includes Gypsy and Traveller Communities.

### 3.6 Do you think that the policy impacts on people because of their sexual orientation?

Sexual Orientation	Positive	Negative	None	Reasons for your decision
Gay Men	✓			This review will lead to greater clarity about the Council's strategic position (as well as that of our partners) in relation to engagement and involvement based on current policy, inspection findings, good practice and feedback from stakeholders. This will impact positively on all sections of the community.
Lesbians	✓			As above
Bi-sexual	✓			As above
Trans communities (i.e. Trans-gender, trans-sexual and transvestite and gender reassignment) <sup>9</sup>	✓			As above

## 4. Summary

Which equality groups have positive or negative impacts been identified for (i.e. differential impact). <sup>10</sup>	Work carried out under Corporate Improvement Priority (CIP) 2 will impact positively to a greater or lesser degree across all equalities strands.
Is the policy directly or indirectly discriminatory under the equalities legislation? <sup>11</sup>	No
If the policy is indirectly discriminatory can it be justified under the relevant legislation? <sup>12</sup>	N/A

<sup>9</sup> Transgender/transsexual person: a person whose perception of their own gender (gender identity) differs from the sex they were assigned at birth.

A Transvestite will dress as a member of the opposite sex but doesn't have feelings of belonging to the opposite sex or alienation from their own bodies. Source: [www.herts.ac.uk/services/counselling/understanding\\_gender\\_dysphoria.pdf](http://www.herts.ac.uk/services/counselling/understanding_gender_dysphoria.pdf)

Gender reassignment: the process of transitioning from the gender assigned at birth to the gender the person identifies with. This may involve medical and surgical procedures.

<sup>10</sup> Differential Impact suggests that a particular group has been affected differently by a policy, in either a positive, or negative way.

<sup>11</sup> Direct discrimination is treating people less favourable than others, e.g. on the grounds of age, disability, gender, race, religion and belief, sexual orientation.

Indirect discrimination is applying a provision, criterion or practice that disadvantages people, e.g. on the grounds of age, disability, gender, race, religion and belief, sexual orientation and that can't be justified as a proportionate means of achieving a legitimate aim.

(If needed please seek advice from Legal Services and/or your manager)

**5. Please complete your action plan below. Issues you are likely to need to address include**

- What **consultation** needs to take place with equality groups (bearing in mind any relevant consultation already done and planned corporate consultation exercises)
- What **monitoring/evaluation** will be required to further assess the impact of any changes on equality target groups

**Equalities Impact Assessment Implementation Action Plan**

Issue to be addressed	Responsible Officer	Action Required	Timescale for completion	Action Taken	Comments
Replace current framework with up to date alternative	Jo Atkey CPU	Refresh Corporate Improvement Priority (CIP) 2 to reflect the requirements of the new Duty to Involve	March 2009	Complete	Findings for the Place Survey (expected in the first quarter 2009/10) will provide information for an in-year review of activities carried out as part of the CIP work programme
Ensure CIP work streams continue to feature priority actions in relation to engagement and involvement	Jo Atkey CPU	Complete annual CIP re-fresh	March 2010 and annually thereafter (subject to agreed corporate processes)		

**Action Plan (cont'd)**

Improve understanding of needs about diverse communities	Kevin McKenzie SIU	Complete Place Survey BME Booster	September 2009		Information from the booster will provide additional insight into issues for BME communities in the city enhancing what we know in respect of the wider community from the 2008 statutory Place Survey.
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**6. Report and publication**

<b>Please record details of the report or file note which records the outcome of the EIA together with any actions / recommendations being pursued (date, type of report etc)</b>	CIP2 project files
<b>Please record details of where and when EIA results will be published</b>	<a href="http://www.plymouth.gov.uk">www.plymouth.gov.uk</a>

Name of Officer completing: Jo Atkey

Signed \_\_\_\_\_

Date: 23 March 2009

Name of Senior Manager Authorising Assessment and Action Plan for publication: Giles Perritt

Signed: \_\_\_\_\_

Date: 23 March 2009