




<p><b>Equality Impact Assessment Standard Assessment Template</b></p>		<p><b>Plymouth City Council</b> <b>Social Inclusion Unit</b></p>		
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**Section A: Assessment**

<p><b>Policy</b>  <b>Plymouth Compact</b></p>	<p><b>Officer conducting this assessment with Contact Details</b>  <b>Mark Rich, Local Strategic Partnership Co-ordinator, LSP Office, First Floor, Civic Centre PL1 2AA 01752 304002</b></p>	<p><b>Date Feb 2010</b></p>
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**1. The Policy**

<p>Is this a new or existing policy?</p>	<p>Existing</p>
<p>What is the purpose of the policy?</p>	<p>The Plymouth Compact is an agreement between local public sector bodies and the Third sector (community and voluntary organisations) to support and improve partnership working between the sectors providing a set of principles that all public and Third sector organisations should adopt.</p> <p>It provides a commitment to open, transparent and fair working practices by statutory and voluntary and community sector partners. Its aim is to improve relationships, communication, participation and services to create a better Plymouth. The Compact document sets out the broad principles for</p>

	<p>establishing effective working relationships between the public and third sectors and its supported by codes of practice. These codes are based on national codes which cover the following areas (undertakings):</p> <ul style="list-style-type: none"> <li>▪ Black and Minority Ethnic Communities</li> <li>▪ Consultation</li> <li>▪ Funding and Procurement</li> </ul> <p>The codes contain specific undertakings for each sector, as well as a series of joint undertakings, which aim to make a positive impact on partnership working in the city. In this context, the term “undertaking” commits partners to work towards the principle or action in question.</p>
<p>How do the aims of the policy fit in with corporate priorities i.e. Corporate Plan</p>	<p>The Compact helps to deliver Corporate Priority (CIP) 2 ‘Informing and involving residents’</p>
<p>Who will benefit from the policy?</p>	<p>The Compact aims to encourage more effective partnership between the Third and the Public Sectors. As such it will primarily benefit organisations linked to the 2020 Partnership across these sectors as well as:</p> <ul style="list-style-type: none"> <li>• Plymouth 2020 Executive, Board and theme groups members</li> <li>• All PCC departments and agencies involved with Plymouth 2020</li> <li>• People who live and work in Plymouth</li> <li>• Organisations working in and for the benefit of Plymouth</li> <li>• All partner organisations including those represented on the Plymouth 2020 Executive and Board</li> </ul>

<p>What outcomes are wanted from this policy?</p>	<p>More effective partnership working particularly around the agreed undertakings:</p> <ul style="list-style-type: none"> <li>• Black and Minority Ethnic Communities</li> <li>• Consultation</li> <li>• Funding and Procurement</li> </ul> <p>Leading to:</p> <ol style="list-style-type: none"> <li>1. Less bureaucracy for Third Sector organisations in applying for and managing funding</li> <li>2. A more level playing field for all partners</li> <li>3. Clearer and more meaningful consultation processes which allow all sections of the community to influence priorities.</li> <li>4. Greater transparency and accountability in all areas of public life</li> <li>5. More co-operation and less duplication across all statutory and Third Sector organisations</li> <li>6. More informed decision-making resulting in better and more appropriate services for local people</li> </ol>
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<p>Are there any factors that might prevent outcomes being achieved?</p>	<p>Barriers to achieving outcomes might be:</p> <ul style="list-style-type: none"> <li>• Partners not fully engaged with the compact objectives</li> <li>• Conflicting priorities, decision making arrangements or processes.</li> <li>• Availability of resources to deliver the agreed outcomes</li> <li>• Failure of partners or stakeholder groups to hold each other to account.</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>The Compact will help develop more effective partnership working arrangement and service delivery focussing on three codes</p> <ul style="list-style-type: none"> <li>• Black and Minority Ethnic Communities</li> <li>• Consultation</li> <li>• Funding and Procurement</li> </ul> <p>Opportunity exists to draw on the following data to monitor progress:</p> <ul style="list-style-type: none"> <li>○ Age <ul style="list-style-type: none"> <li>• Age profiles</li> <li>• Deprivation indicators</li> </ul> </li> <li>○ Disability <ul style="list-style-type: none"> <li>• Long term illness and disability</li> </ul> </li> <li>○ Faith <ul style="list-style-type: none"> <li>• Faith and belief</li> </ul> </li> </ul>
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	<ul style="list-style-type: none"> <li>○ Gender <ul style="list-style-type: none"> <li>● Gender profiles</li> </ul> </li> <li>○ Race <ul style="list-style-type: none"> <li>● Ethnic diversity</li> <li>● Established new and emerging BME communities</li> </ul> </li> <li>○ Sexual orientation <p>The last census did not include a question about sexual orientation and no other recognised data sets are available to inform the numbers of LGBT people living in the city.</p> <p>Action plans have been sent to Partners and these will be reviewed to determine compliance.</p> </li> </ul>
<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>Qualitative data: through community contacts such as meetings, events and projects funded through the Partnership. This information can be used to support established data sources understand trends and fill gaps e.g. BME communities and LGBT residents.</p> <p>Researched how other Local Strategic Partnership's approached the agreement of a Compact</p>
<p>Please indicate the source of the data gathered? (e.g. Service/Department/Team)</p>	<p>The LSP can access Census 2001, 2006 &amp; 2007 ONS mid-year estimates  Population Statistics – Diversity in our Community (Social Inclusion Unit, PCC, Sept 2009)  GP Register  Schools data  All our futures – Plymouth's Strategy for the over 50s  Place Survey 2009  The undertakings (commitments) for each code were</p>

<sup>1</sup> Age, (young/old) disability, Gender (Male, Female), Race, Faith and Belief, Sexual Orientation (Lesbian, Gay, Bi-sexual, Trans

	informed by a of series of consultation events and through the inclusion of key stakeholders.
What gaps in data have you identified? (Have to put actions to address this in your action plan?)	More information and understanding about how to best to build representation across the partnership.

### 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>

Equalities Issue	Positive impact	Negative impact	None	Reasons for decision
Age	✓			This Compact is inclusive and aims to have a positive impact on the community as a whole through the three agreed codes: <ul style="list-style-type: none"> <li>• Black and Minority Ethnic Communities</li> <li>• Consultation</li> <li>• Funding and Procurement</li> </ul> The assessment has found that there are clear commitments that have a positive impact on race as well as faith and belief but no
Disability	✓			
Faith	✓			
Gender	✓			
Race	✓			

<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)

<b>Sexual Orientation</b>	✓			<p>undertakings that set out the principles for improved partnership working across the Third Sector and Public sector linked to Age, Disability, Gender or sexual orientation although the Compact has the potential to improve engagement for these groups.</p> <p>It is designed to have a positive impact across all the equality strands however but more work will need to be undertaken to assess the success of this impact.</p>
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### 3.1 Do you think that the policy impacts on people because of their age? <sup>4</sup>

<b>Age<sup>5</sup></b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Young (Children and young people, up to 18)	✓			<p>Consultation in the lead up to the Compact agreement included various methods and a wide range of stakeholders. Champions, working groups and events with the aim of offering opportunities for stakeholders to input into the process and the final undertakings agreed.</p> <p>Although the joint undertakings agreed do not specify a commitment that impacts on this group in particular, the Consultation code of practice does set out the need to involve seldom heard groups and promotes partnership working which is designed to be inclusive to this group.</p>

<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

Older (Working age, and above)	✓			The consultation and stakeholder involvement would have allowed for opportunities for input through the Plymouth Consortium for example. As such the Consultation code of practice sets out opportunity for more effective partnership working which would include this group in a wider capacity. Furthermore the broader principles of the Compact encourage opportunities for links with this equality strand to be developed further.
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### 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	✓			The Compact, through the consultation commitment, sets out various communication and involvement methods that identify how groups can get involved and improve partnership working.
Hearing impairment	✓			
Physically disabled	✓			It indicates that accessible venues should be used wherever possible as well as the need for consideration to be given to physical access, proximity to those most affected by a decision, and access to services such as buses and childcare and states that range of methods to inform need to be used, consult and involve people.
Learning disability	✓			
Mental health	✓			
Other (HIV positive, multiple sclerosis, cancer, diabetes, epilepsy)	✓			It therefore identifies this equality strand and aims to have a positive impact, although individual disability groups are not targeted proactively through a needs assessed approach.  The review of organisational action plans will be key to understanding how successful the impact has been.

<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	✓			The consultation commitment sets out the need for cultural sensitivity; for example, being aware of religious festivals and dietary requirements. It also recognises that there is a need to promote the benefits of diversity through the BME led Third Sector including faith and belief, asylum seeker and refugee organisations.

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

Gender	Positive	Negative	None	Reasons for your decision
Male	✓			The Compact does not highlight any commitments that are gender specific as such but the principles of the Compact are designed to have a positive impact regardless of gender.
Female	✓			

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

<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.

Race	Positive	Negative	None	Reasons for your decision
Promoting equality of opportunity	✓			<p>The Plymouth Compact has a specific code of practice dedicated to Black and Minority Ethnic communities. It sets out a range of measures that promote equality of opportunity, the promoting of good race relations and eliminating unlawful discrimination. For example under:</p> <p><b>Service standards</b> - it identifies the need for services to meet standards required under race and equality legislation.</p> <p><b>Representation</b> - it identifies a need to ensure appointed community representatives on partnerships properly represent BME issues</p> <p><b>Mainstreaming</b> - it identifies the need to ensure appropriate aspects of the Code of Practice are built into race/integrated Equality Schemes and other relevant strategies.</p>
Promoting good race relations	✓			
Eliminating unlawful discrimination	✓			

### 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	✓			The Plymouth Compact, through the Consultation undertaking, sets out a range of operating principles to encourage the involvement of

Lesbians	✓			seldom heard groups and as such aims to have a positive impact on this equality strand through the development of engagement opportunity between the sectors. It does not specifically set out any undertakings that impact on sexual orientation specifically, therefore data analysis and a review of action plans will be key to understanding the success of the impact.
Bi-sexual	✓			
Trans communities (i.e. Trans-gender, trans-sexual and transvestite and gender reassignment) <sup>9</sup>	✓			

#### 4. Summary

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<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.

<p>Which equality groups have positive or negative impacts been identified for (i.e. differential impact)? <sup>10</sup></p>	<p>Race and Faith have been identified as being positively impacted in terms of the specified undertakings in the Compact.</p> <p>The other equality strands it is assessed will be positively impact in a less direct way. The review of the action plans from partners to assess compliance and the take up of the dispute resolution procedure will help inform how positive the impact has been.</p> <p>There are no negative impacts that have been identified.</p>
<p>Is the policy directly or indirectly discriminatory under the equalities legislation? <sup>11</sup></p>	<p>No</p>
<p>If the policy is indirectly discriminatory can it be justified under the relevant legislation? <sup>12</sup></p>	<p>NA</p>

<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 mean of achieving a legitimate aim.

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

**Appendix 3**  
**Plymouth City Council**  
**Delegated Decision - Equalities Impact Assessment Template**

	<b>Date</b>
<b>Data used in conducting this assessment</b>	<b>Officer conducting this assessment with contact details</b>

Equalities Issue	Positive impact	Negative impact	None	Reasons for decision
<b>Age</b>				
<b>Disability</b>				
<b>Faith</b>				
<b>Gender</b>				
<b>Race</b>				
<b>Sexual Orientation</b>				

The guidance on undertaking a standard EIA (see appendix 1) is also applicable to a basic assessment.

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This EIA template is suitable for small-scale assessments of delegated decisions

## Section B: Action

### 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
The need to identify how to develop the Compact and consider the next priority areas	LSP Co-ordinator (Catherine Brunsden)	A decision through the LSP Executive	8th September 2010		It is to be noted that the first three code were the result of a prioritisation exercise and it is recognised there is a need to develop the Compact with two further undertakings linked to volunteering and community groups.

<p>A requirement to review the action plan for each code which will provide an audit of how organisations current practices comply the Codes of Practice</p>	<p>Catherine Brunsdn</p>	<p>Assess actions that need to be taken to ensure full compliance which will in turn inform the requirement to act on specific equality strands</p>	<p>End of August 2010</p>		<p>Will require buy in from partners and the ownership of the respect LSP Champion leads</p>
<p>The Compact and dispute resolution process needs to be promoted more widely across equality strands as determined by the gaps identified</p>	<p>Catherine Brunsdn</p>	<p>There is a requirement to identify how best to raise awareness of the Compact across hard to reach groups</p>	<p>July 2010</p>		<p>Close liaison with the Plymouth Consortium</p>

## 6. Report and publication

<p><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></p>	<p><b>Communication files on Chief Executive S drive (Plymouth 2020)</b></p>
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<b>Please record details of where and when EIA results will be published</b>	<a href="http://www.plymouth2020.gov.uk">www.plymouth2020.gov.uk</a> <a href="http://www.plymouth.gov.uk">www.plymouth.gov.uk</a>

**Name of Officer completing:** Mark Rich

**Signed** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Name of Senior Manager Authorising Assessment and Action Plan for publication**

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

**Date:** \_\_\_\_\_