



Plymouth City Council

Programme of Equality Impact Assessments 2008-11



Ratified by Corporate Equality Group

Introduction

Here at Plymouth City Council we are committed to making equality, diversity and community cohesion at the very heart of everything we do. We have made sure that this is clear and openly stated in our intentions and commitments. We are working hard to make sure that our elected members and all our staff are working to the same vision. This is set out in a number of our city, corporate, service and team plans. They are available at www.plymouth.gov.uk

What are Equality Impact Assessments (EIA's)?

This is a way for us to look at what we are doing and making sure that it meets the rules and regulations we have to meet but most importantly to make sure that we are doing the very best for our diverse communities. It is one of several ways we make sure we talk with people from a range of backgrounds and gather information from other places to do the very best that we can to deliver our services in a fair, equitable and needs sensitive way.

When do we EIA's and what do they cover?

We do EIA's on the most important matters that we are working on and also routine work that affects the people we work for i.e. our citizens. The six equality strands namely – age; disability; faith, religion and belief; gender (including trans); race and sexual orientation are covered in our EIA's. By completing them, we get a better idea of what our actions might mean to those areas. Knowing this we can then make sure we have thought about and put in place a plan of action.

What is this list all about?

We want to make sure that anything ongoing or new that we are doing stands the test of being fair and relevant to all our communities in our multicultural and diverse city. We want to make sure that this leads to a real difference in the quality of services they receive. There are also a whole range of legal requirements, statutory guidance and equality schemes that we have to make sure are done.¹

This list makes sure that we consider anything positive or negative that our actions do or might have in our service delivery, policies or new plans. We have internal guidance, based on best practice to make sure this happens. E-mail inclusion@plymouth.goc.uk for more details. It replaces other EIA or similar lists we have previously used.


How will we make sure this list is completed?

Our Corporate Equalities Group (CEG) will be making sure through our EIA Governance Group (EGG) the officers responsible for completing EIA's meet the commitments we have made. The EGG and CEG will oversee this list and problem solve as needed. The meetings of these groups are bi-monthly respectively and monitor that we are in fact doing what we said we would.

This document is available in other languages and in accessible formats. Please contact 01752 304321


Development Directorate

Dept No	Overall No	Policy, duty or function	Department & service	Year
1.	1.	Licensing	Environmental regulation and street services	2009
2.	2.	Enforcement Strategy (Dog Control Orders)	Environmental regulation and street services	2009
3.	3.	Pest Control	Environmental regulation and street services	2009
4.	4.	Street Sweeping	Environmental regulation and street services	2009
5.	5.	Playgrounds	Environmental regulation and street services	2009
6.	6.	Dry Recycling Collection-General Domestic 55,500 Premises Weekly	Environmental regulation and street services	2009
7.	7.	Refuse Collection	Environmental regulation and street services	2009
8.	8.	Provision of Public Conveniences	Environmental regulation and street services	2009
9.	9.	Trade Waste Collections	Environmental regulation and street services	2009
10.	10.	Bulky Waste Service (incl fridges)	Environmental regulation and street services	2009
11.	11.	Parking Strategy	Transport, Infrastructure and Engineering Services	2009
12.	12.	Pedestrian Strategy	Transport, Infrastructure and Engineering Services	2009
13.	13.	Northern Corridor Bus Priority Scheme	Transport, Infrastructure and Engineering Services	2009
14.	14.	Accessibility Action Plans	Transport, Infrastructure and Engineering Services	2009
15.	15.	Road Safety	Transport, Infrastructure and Engineering Services	2009
16.	16.	East End Community Infrastructure Fund Scheme (subject to bid approval)	Transport, Infrastructure and Engineering Services	2009
17.	17.	Theatre Royal Car Park 'Pay on Foot' Scheme	Transport, Infrastructure and Engineering Services	2009
18.	18.	Green Travel Pass scheme - 2008/9	Transport, Infrastructure and Engineering Services	2009
19.	19.	Appraisal of building regulations, applications and site inspections	Planning Services	2009
20.	20.	Local Development Framework - City Centre Area Action Plan	Planning Services	2009
21.	21.	Local Development Framework - Derriford & Seaton Area Action Plan	Planning Services	2009

Dept No	Overall No	Policy, duty or function	Department & service	Year
22.	22.	Planning & Regeneration Service Business Plan	Planning Services	2009
23.	23.	SCI 1st Review (this will take a different format to the AAPs)	Planning Services	2009
24.	24.	Strategic Asset Management Plan	Transport, Infrastructure and Engineering Services	2010
25.	25.	Rail Stations Project	Transport, Infrastructure and Engineering Services	2010
26.	26.	Eastern Corridor Major Scheme (early stage assessment/pre-tender specification)	Transport, Infrastructure and Engineering Services	2010
27.	27.	Bus Punctuality Improvement Plan - 2009/10	Transport, Infrastructure and Engineering Services	2010
28.	28.	Development Management (Transport)	Transport, Infrastructure and Engineering Services	2010
29.	29.	Network Management Plan	Transport, Infrastructure and Engineering Services	2010
30.	30.	Quality Bus Partnership	Transport, Infrastructure and Engineering Services	2010
31.	31.	Local Development Framework - East End Area Action Plan	Planning Services	2010
32.	32.	Local Development Framework - Hoe Area Action Plan	Planning Services	2010
33.	33.	Local Development Framework - Sustainable Neighbourhoods Development Plan Document	Planning Services	2010
34.	34.	Provisional Local Transport Plan 3 (early stage assessment)	Transport, Infrastructure and Engineering Services	2011
35.	35.	Final Local Transport Plan 3	Transport, Infrastructure and Engineering Services	2011
36.	36.	Eastern Corridor Major Transport Scheme (re-assessment)	Planning services	2011
37.	37.	Northern Corridor Major Scheme (early stage assessment)	Planning services	2011
Development		2008/09 - 23 2009/10 - 10 2010/11 - 4 Total = 37	Corp running Total (2008/11) - 37	


Community Services

Dept No	Overall No	Policy, duty or function	Department & service	Year
1.	38.	Leisure Management and Facilities Option	Culture Sport and Leisure	2009
2.	39.	The vital spark: A Cultural Strategy for the city of Plymouth (2008-20)	Culture Sport and Leisure	2009
3.	40.	Lending Services	Culture Sport and Leisure	2009
4.	41.	Collection Development	Culture Sport and Leisure	2009
5.	42.	Reader Development	Culture Sport and Leisure	2009
6.	43.	Home Library Service	Culture Sport and Leisure	2009
7.	44.	Information Services	Culture Sport and Leisure	2009
8.	45.	Protection of Vulnerable Adults – Multi-Agency Policy & Procedures	Adult Social Care	2009
9.	46.	All our futures/Older People Strategy	Adult Social Care	2009
10.	47.	Transition Strategy	Adult Social Care	2009
11.	48.	Dementia Strategy	Adult Social Care	2009
12.	49.	Carers Strategy	Adult Social Care	2009
13.	50.	Healthy Strategy	Adult Social Care	2009
14.	51.	Learning Disability Policy- Sexual Relations	Adult Social Care	2009
15.	52.	Learning Disability Commissioning Strategy	Adult Social Care	2009
16.	53.	Better Care Higher Standards (Charter)	Adult Social Care	2009
17.	54.	Sheltered Housing	Housing Service	2009
18.	55.	Private Sector Housing Assistance Policy	Housing Service	2009
19.	56.	Plymouth Housing Stock Transfer proposal-Leaseholder Guide	Housing Service	2009
20.	57.	Neighbourhood Regeneration	Housing Service	2009
21.	58.	Housing Strategy (2008/11)	Housing Service	2009
22.	59.	Tendering for concrete works & specialist wall coatings to council dwellings	Housing Service	2009
23.	60.	Consultation on service charges for cyclical cleaning of communal staircases	Housing Service	2009


Dept No	Overall No	Policy, duty or function	Department & service	Year
24.	61.	Devonport Housing Regeneration	Housing Service	2009
25.	62.	Efford Building Communities Initiative	Housing Service	2009
26.	63.	Disabilist Incident reporting	Safer Communities Service	2009
27.	64.	S17 framework	Safer Communities Service	2009
28.	65.	Asylum Seeker and Refugee Action Plan	Safer Communities Service	2009
29.	66.	Community Cohesion/ LSP	Safer Communities Service	2009
30.	67.	Equality Scheme	Safer Communities Service	2009
31.	68.	IMS/FIS review	Safer Communities Service	2009
32.	69.	Translate Plymouth Development Plan	Safer Communities Service	2009
33.	70.	Strategic Assessment 2007	Safer Communities Service	2009
34.	71.	Strategic Assessment 2008	Safer Communities Service	2009
35.	72.	Commissioning process	Safer Communities Service	2009
36.	73.	Action Plans for the 5 Delivery Groups	Safer Communities Service	2009
37.	74.	CDRP Partnership plan 2008-11	Safer Communities Service	2009
38.	75.	Commissioning Strategy	Adult Social Care	2011
39.	76.	Changes to Assistance policy/reports	Housing	2011
40.	77.	Homelessness Strategy	Housing	2011
41.	78.	ASB	Housing	2011
42.	79.	Domiciliary Care	Adult Social Care	2011
43.	80.	Strategic Response to Government Expectations	Adult Social Care	2011
Community Services		2008/09 - 37 2009/10 - 0 2010/11 - 6 Total = 43	Corp running Total (2008/11) - 80	

Chief Executive's Department


Dept No	Overall No	Policy, duty or function	Department & service	Year
1.	81.	Corporate Engagement & Consultation Framework	Corporate Performance Unit	2009
2.	82.	Sustainable Procurement Strategy	Strategic Procurement Unit	2009
3.	83.	Small and Medium Sized Enterprises Concordat	Strategic Procurement Unit	2009
4.	84.	Procurement Guidance Manual	Strategic Procurement Unit	2009
5.	85.	Member Development	Electoral Services	2009
6.	86.	Communications Toolkit	Communications Unit	2009
7.	87.	Register Office Modernisation Plan	Register Office	2009
8.	88.	Stress Policy	Human Resources (Health, Safety and Well-being)	2009
9.	89.	Paternity	Human Resources	2009
10.	90.	Injury Awards	Human Resources	2009
11.	91.	Transgender Policy and Guidance for Manager	Human Resources	2009
12.	92.	Corporate Safety Policy	Human Resources (Health, Safety and Well-being Service)	2009
13.	93.	Potential Violent Persons Warning Markers	Human Resources	2009
14.	94.	Scrutiny Function	Democratic & Member Support	2009
15.	95.	Area Committee Review	Democratic & Member Support	2009
16.	96.	Access to the Council House	Democratic & Member Support	2009

Dept No	Overall No	Policy, duty or function	Department & service	Year
17.	97.	Community Engagement in Democracy	Democratic & Member Support	2009
18.	98.	Business Continuity Planning	Civil Protection Unit	2009
19.	99.	City Centre Evacuation Plan	Civil Protection Unit	2009
20.	100.	ICT & Access Strategy	ISD	2009
21.	101.	Civic Centre Reception	ISD	2009
22.	102.	Mobile Working Policy	ISD	2009
23.	103.	Climate Change Strategy	Corporate Performance Unit	2010
24.	104.	LSP Communications Plan	Local Strategic Partnership	2010
25.	105.	Compact	Local Strategic Partnership	2010
26.	106.	Sustainable Communities Strategy	Local Strategic Partnership	2010
27.	107.	Third Sector Strategy Review	Corporate Performance Unit	2010
28.	108.	Complaints	Corporate Performance Unit	2010
Chief Executives		2008/09 – 22 2009/10 - 6 2010/11 - 0 Total = 28	Corp running Total (2008/11) - 108	

Children's Services

Dept No	Overall No	Policy, duty or function	Department & service	Year
1.	109.	Children and Young Peoples Plan 2008-2011	Strategy and Performance	2009
2.	110.	Early Years Plan	Early Years	2009
3.	111.	Local Area Agreement – Teenage Pregnancy	Social Care	2009
4.	112.	Local Area Agreement – Looked after children	Social Care	2009
5.	113.	Integrated Services for Children with disabilities	Social Care	2009
6.	114.	Alternative Complementary Education (ACE)	School Organisation/Strategic Services	2009
7.	115.	Localities Strategy	Learner & Family support	2009
8.	116.	Implementation of DES/GES/Community Cohesion Duties	School Organisation/Strategic Services	2009
Children Services		2008/09 - 8 2009/10 - 0 2010/11 - 0 Total = 8	Corp running Total (2008/11) - 116	

Corporate Resources

Dept No	Overall No	Policy, duty or function	Department & service	Year
1.	117.	Reviewing Housing Benefit Application Form - 2008/09	Revenues and Benefits	2009
2.	118.	Reviewing Housing Benefit Information Leaflets - 2008/09	Revenues and Benefits	2009
3.	119.	Reviewing Council Tax Information Leaflets – 2008/09	Revenues and Benefits	2009
4.	120.	Council Tax Collection	Revenues and Benefits	2009
5.	121.	Improving Housing Benefit for the Customer	Revenues and Benefits	2009
6.	122.	Moving from Prosecution to Compliance	Revenues and Benefits	2009
7.	123.	Creditor payments	Financial and Accountancy Services	2009
8.	124.	Cash Receipting Services	Financial and Accountancy Services	2009
9.	125.	Receiverships	Financial and Accountancy Services	2010
10.	126.	Income Collection and Billing	Financial and Accountancy Services	2010
11.	127.	Financial Assessments and Visiting	Financial and Accountancy Services	2010
12.	128.	Leaseholder Co-ordination Team	Financial and Accountancy Services	2010
13.	129.	Rents	Financial and Accountancy Services	2010
Corporate Resources		2008/09 – 8 2009/10 - 5 2010/11 - 0 Total = 13	Corp running Total (2008/11) - 129	

Overall Numbers

	Numbers to be completed by March annually				
Department	2009	2010	2011	Total	
Development	23	10	4	37	
Community Services	37	0	6	43	
Chief Executives	22	6	0	28	
Children Services	8	0	0	8	
Corporate Resources	8	5	0	13	
	98	21	10	129	Grand Totals

ⁱ This means our Equality Scheme (2008-11 - with includes our race equality work, Disability Equality Scheme (2006-09) and Gender Equality Scheme (2007-10) and all the associated legislation that applies to them). Previous commitments are either replaced or enhanced. It also fits with our business and service action plan commitments for 2008-11 as per our corporate guidance. For further information see all these documents on www.plymouth.gov.uk