

Equality Impact Assessments Screening Proforma

Section One: About the Policy / Function

Service Group: PPSU	Service: PPC	Section: Diversity Team	Lead officer: Simon Lee
Support officers: Kirsty McNally		Completion date: 20-02-08	
General information			
(1) Name of Policy / Function:	Single Equality Scheme		
(2) Is this new or existing?	New version of existing plan		
(3) What is the overall aim(s) of the policy / function?	The Single Equality Scheme sets out the objectives and priorities relating to equality and diversity. It describes progress, and charts the way ahead with specific objectives and targets for the next three years. The SES meets statutory duties to produce equality schemes for race, disability and gender and goes further to address age, faith and belief and sexual orientation. Targets within the SES read through to Service Improvement Plans to ensure delivery and monitoring through the Council's performance management framework.		

<p>(4) What are the objectives of the policy / function?</p>	<p>In line with the Council Plan themes, the following objectives are outlined in the SES:</p> <p>Economic Regeneration and Transport</p> <ul style="list-style-type: none">• To remove barriers to training and employment ensuring equality of opportunity for all• To ensure the transport network is accessible to all sections of the community <p>Environment and Housing</p> <ul style="list-style-type: none">• To provide a range of accessible environmental, planning and housing services that meet the needs of local people <p>Safer Communities</p> <ul style="list-style-type: none">• To provide a safe borough for all residents regardless of their age, ethnicity, religion, sexual orientation, gender or disability <p>Children and Young People</p> <ul style="list-style-type: none">• To promote the physical and mental health and wellbeing of all children and young people• To ensure that children and young people are not subject to bullying, accidental or deliberate harm because of their ethnicity, sexual orientation, gender, disability, religion, or any other reason.
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- To provide children and young people with an inclusive environment that enables them to enjoy and achieve
- To enable children and young people to make a positive contribution to an inclusive and cohesive society
- To enable young people to achieve economic wellbeing through access to equal opportunities in training and employment
- To reduce health inequalities within the Borough.
- To improve quality of life for vulnerable groups through supported living arrangements and access to training and employment opportunities.

Stronger Communities

- To promote more cohesive communities
- To effectively consult and involve all sections of the community
- To provide strong leadership which enables the principles of equality to be embedded across the council
- To improve the accessibility of our services to all residents

Older Adults

- To promote and enable independent living

Arts and Culture

- To ensure that all residents have equal opportunity to participate in cultural and leisure activities

Organisational effectiveness

- To ensure our employment policies and practice are fair and equitable

(5) Who are the main customer groups of this policy / function?	All those who live and work within Stockton Borough
(6) What are the potential and actual numbers of customers in each group?	189,100 residents of Stockton on Tees are potential customers as well as those people who work in the local area.
(7) Who implements this policy / function within Stockton-on-Tees and how?	The Single Equality Scheme is delivered by the whole council and its constituent parts along with its partners
(8) Are any partner agencies involved in the delivery of this policy / function? If so, whom?	The council works with a range of partners to deliver the plan, including the LSP, other public bodies including the Police, the PCT, voluntary and community sector agencies and the Children's Trust
(9) Are other services affected by this policy / function?	Yes
(10) If yes, please state which policies or functions are affected and whether this is a positive or negative impact?	All council services are covered by and contribute to this scheme
(11) Would it be better to combine assessment of this policy /function with others closely related into one impact assessment?	No

Section One: Data Review and Analysis

Data Source	When and how collected	Significant findings Age	Significant findings Disability	Significant findings Faith	Significant findings Gender	Significant findings Race	Significant findings Sexual Orientation
National Data eg: Census Performance Indicators	<ul style="list-style-type: none"> ○ Census data ○ Office for National Statistics 	<ul style="list-style-type: none"> • The population of Stockton has risen by 6.8% since the 1991 Census, compared with the North East average of a 1.8% fall; understanding the components of this change enables more focused service delivery. • Projected figures show that by 2029: <ul style="list-style-type: none"> ○ The total population will grow to over 209,900 ○ The number of people of working age (16-retirement) will increase by 3% ○ There will be a large increase of 64% of older people (retirement age) ○ There has been a growth in the numbers of our residents from black and minority ethnic communities from 1.6% in 1991 to 2.8% in 2001 (over 5,000 people). ○ We have increasing numbers of residents with disabilities, in part due to the aging population. ○ There will be a more dispersed population with a shift towards the south of the Borough. • 19.9% of residents declare that they have a disability/ limiting long-term illness (over 37,000 people). 					
Local data eg: Viewpoint panel	<ul style="list-style-type: none"> ○ IPSOS MORI 2006 ○ Viewpoint ○ BVPI General User Satisfaction Survey 	<ul style="list-style-type: none"> • Faith communities include 81.6% declared Christian, 1.4% Muslim, 0.2% Hindu, 0.2% Sikh and 0.1% Buddhist. • 56% of respondents to the 2006 IPSOS MORI survey are satisfied with the council. <ul style="list-style-type: none"> ○ Females are more satisfied than males (59% compared to 52%). ○ Levels of satisfaction decrease with age. ○ Respondents with a disability / limiting long-term illness are less satisfied (49%) than the general population. ○ Non-White population has similar reported levels of satisfaction (57%). <p><i>Significant findings for each strand are fully explored in the equality and diversity profiles.</i></p>					
Service	Not relevant						

area data eg: comments and complaints		
Other data	Not available	

Stage 2 Scoring the Policy

Now that you have all the information available you can move onto scoring the policy for impact:

	Does it reduce discrimination?	Does it or is it likely to promote equality of opportunity?	Does it promote good relations between groups?	Does it encourage participation in public life and access to council services?	Does it promote positive attitudes and images to different groups?	Total Score for strand
Age	2	3	3	3	3	15
Disability	3	3	3	3	3	15
Faith/Belief	2	3	3	3	3	15
Gender	3	3	3	3	3	15
Race	3	3	3	3	3	15
Sexual Orientation	2ND	3	3	3	3	14
Total Score						87

Scoring System:

- Score 3 if the policy has a positive effect
- Score 2 if the policy has a neutral effect
- Score 1 if the policy has a negative effect

Name of Policy / Function:

Single Equality Scheme

Responsible Officer:

Head of Policy and Performance

Date: 20/02/08

Service and Service Group:

PPSU

Form completed by:

Kirsty McNally

Stage 1 Collecting information and data to support the assessment

Date completed: 20/02/08

Stage 2 Scoring the Policy

Impact Assessment Score **87**

Action Taken

No action required **X**

Policy to be amended (action plan attached):

Substantiate aims of the policy as originally proposed:

The policy / function has not been amended because:

Stage 3 Publication and Monitoring

Date of Publication **March 2008**
Date Set for **October 2008**

Action Plan:

This action plan highlights how the policy will be amended to address the issues highlighted in the Equalities Impact Assessment. Longer term issues will be developed into actions within the relevant Service Improvement Plan.

Objective - To ensure The Council Plan is being delivered so all residents have equal opportunities to benefit from its aims and objectives.		
Key Actions	Who is responsible?	When will it be done?
Work on the Single Equality Scheme across faith and belief, age and sexual orientation to produce more detailed action plans	Head of Policy and Performance	2008-9
Develop Single Equality Scheme, 4 th Edition	Head of Policy and Performance	Oct 2008
Achieve Level 3 of the Equality Standard	Head of Policy and Performance	Dec 2008