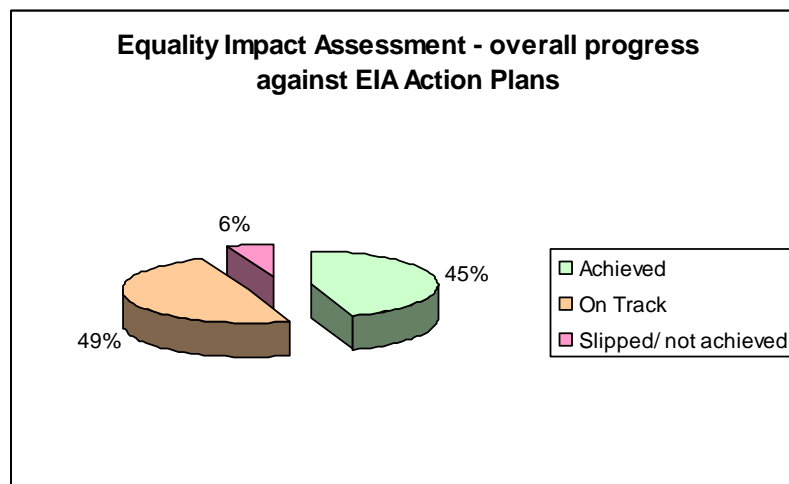


Progress against Equality Impact Assessments

Overall performance

Progress against key actions for the year to 31 March 2009 is strong. Where progress can be reported, of the 161 success measures linked to key actions spread across Service Groupings, overall 94% were achieved or on track to be achieved at the end of 2008/09.



Ten measures have missed/ slipped in relation to:

- Access to services - *implementation of the customer self-service module within the CRM system*. The target of March 2009 has slipped. The new target to implement and complete the rollout the self service module within the CRM system is now March 2010.
- Management development - *to identify the base line for current managers according to gender, ethnicity, disability and age*. The PSE system is not currently set up to identify management posts or levels of managers. A request has been made to have this function available on the system to identify management posts at junior, middle and senior management levels. Once in place, it should be possible to request a report identifying the profile of managers at each level.
- Regeneration and development of Stockton's parks - *develop an overarching Communications and Consultation Strategy for the Parks Regeneration Programme that will specifically address how and when BME and hard to reach groups will be consulted*. The draft Communications and Consultation Strategy has been prepared, but further work is needed to ensure it addresses issues of how we will effectively engage with hard to reach groups. The target date for completion now June 2009.
- Houses in multiple occupation – Licensing Service - *review the impact of the mandatory Houses in Multiple Occupation licensing scheme*. The licensing scheme is still underway and the review is now scheduled to take place during 2009/10.
- Reorganisation of education provision for students with behavioural, emotional and social difficulties (BESD) – (1) *strengthen data collection*; (2) *monitor the effects of the move to a single specialist centre for students with BESD*; (3)

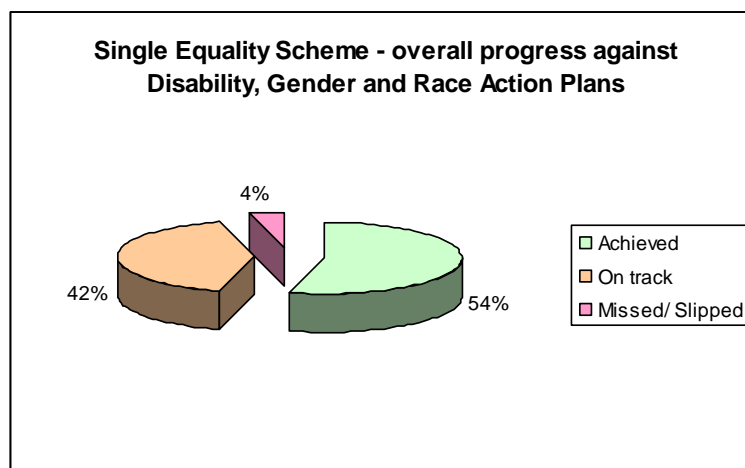
explore gender issues. The Action Plan for these three key actions referred to King Edwin School, the only BSED unit within the Borough. However, due to the school re-organisation programme the school was closed August 2008.

- Community Cohesion Strategy - *updated Community Cohesion Action Plan published.* The updated Community Cohesion Action Plan is to be submitted to Stockton Renaissance in June.
- Community Cohesion Strategy – (1) *work on the Single Equality Scheme across faith and belief, age and sexual orientation action plans and (2) develop the Single Equality Scheme, 4th edition* - these two key actions have slipped due to delays in receiving I&DeA report and the recent publication of the Single Equality Bill.

Single Equality Scheme

Overall performance

Progress against key actions in all three strands of the Single Equality Scheme (disability, gender and race) for the year to 31 March 2009 is strong. Where progress can be reported, of the 197 success measures linked to key actions spread across the three areas, overall 96% were achieved or on track to be achieved.

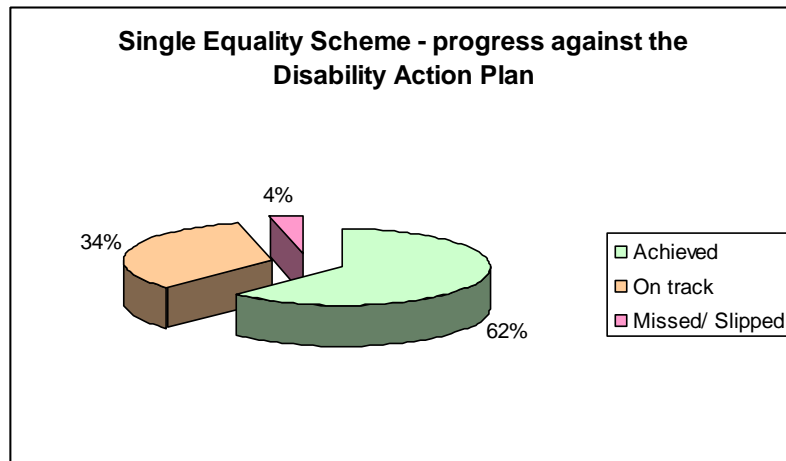


Disability Action Plan

Good performance against key actions in the Disability Action Plan with 96% of success measures linked to key actions either achieved or on track for achievement at 31 March 2009. Three measures have missed/ slipped in relation to:

- Publishing a revised consultation strategy/ framework including how to consult with disabled people. This will now be picked up through the Efficiency, Improvement and Transformation review of Communication, Consultation and Engagement.
- Investigating demand for a Disabled Employee Forum – the recent employee census suggested possible demand. Following the development of the BME Forum, the rollout of other forum groups will begin.
- Improving the accessibility of the Borough's parks and open spaces. Works are ongoing to upgrade and increase signage to each site in accordance with Green

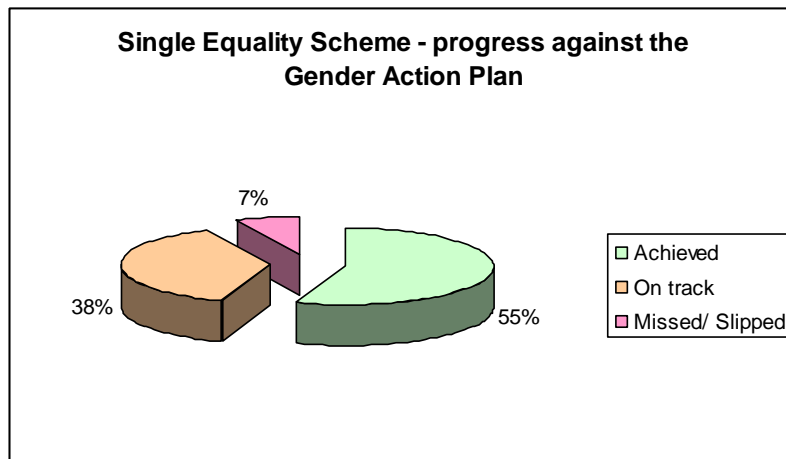
Flag and site management plans. Access audits to all parks are to be undertaken to identify numbers of visitors to our countryside sites as well as determining the purpose of the visits. Access audits were expected to take place in early 2008/09; however these have been set back.



Gender Action Plan

Of the key actions where progress can be reported, 93% of success measures linked to key actions have been achieved or are on track to be achieved. Four measures have missed or slipped in relation to:

- Investigating gender differences in use and satisfaction with planning services. Officers due to investigate this issue further in 2008/09 have since been transferred to other posts within the Council, and in the absence of equality and diversity training, this action has been put back.
- Publishing a revised consultation strategy / framework including how to target males/ females. This will now be picked up through the Efficiency, Improvement and Transformation review of Communication, Consultation and Engagement.
- Ensuring that all residents have equal opportunity to participate in cultural and leisure activities. The remedial actions identified are similar in relation to improving the accessibility of the Borough's parks and open spaces as shown above under progress against the Disability Action Plan.
- Promoting the training and development programme across the workforce to redress gender imbalances in access and perception. The 2008/09 Programme was eventually published in October 2008.



Race Action Plan

Progress against the key actions in the Race Action Plan is strong with 98% of success measures linked to key actions achieved or on track to be achieved. One measure has missed/ slipped in relation to promoting the accessibility of the Borough's events, parks and open spaces to BME communities. The remedial actions identified are similar in relation to improving the accessibility of the Borough's parks and open spaces as shown above under progress against the Disability Action Plan.

