

# EQUALITY IMPACT ASSESSMENT (EIA)



**PLYMOUTH**  
CITY COUNCIL

## STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?

**This EIA considers the 2012/13 Revenue and Capital Budget which builds on our three year Medium Term Financial Plan published in March 2011. This analysis is of our Chief Executives Departments Delivery Plan and builds on the Budget EIA published in December 2011.**

The following actions are proposed in the Chief Executives Budget Delivery plan:

1. **Performance and Intelligence:** rationalise performance management, completion of government returns and data analysis across the council and the impact of losing the Performance Reward Grant.
2. **Consultation:** Better joined up / rationalisation small team of dedicated consultation staff. Look at duplication between departments and ensure consultation activity is relevant and required.

Cross Cutting Actions:

3. **Corporate subscriptions:** challenging the need for subscriptions to professional organisations and joining up or removing them from non essential spends.
4. **Printing, Publicity and Advertising:** challenge the current demand across the council and rationalise future publicity and advertising activity.

Since the December 2010 Budget EIA and associated requirements, actions 1 and 2 have been delivered. There is potential that joined up future mapping and data gathering work will not deliver data collection and analysis around specific issues for communities of interest. This could mean that front line service provision does not have the information to take into account the needs of different people. This could further isolate people who are not aware of and therefore do not use our front line services. The identified potential differentials are now being managed as outlined below.

There is a risk that within new arrangements specific actions within age related strategies (e.g. All Our Futures our over 50's strategy and Children's Plan) may not be addressed if they are not effectively oversee and governed. This risk is being managed as outlined below. A supplementary EIA has been completed on the "Customer Data Integration Project".

<b>STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?</b>	
	<p>There is no differential impact in relation to action 3. With regard to action 4 there is minimal potential for differential impact as changes to our print and document arrangements could lead to differential impact for those whose first language is not spoken English, older people and those with disabilities who require information in a range of accessible formats. Our action to mitigate against this is outlined below.</p> <p>Other departments have committed to cross cutting budget actions that directly interface with the Chief Executives Department. Namely workforce development (including terms and conditions); reductions in senior management; changes to business support structures; reducing printing, publicity and advertising and changing performance and intelligence structures.</p> <p>Where any changes lead to redundancies, we will ensure that staff are not unfairly selected for redundancy e.g. on the basis of them having a particular protected characteristic within the Equality Act 2010. We will also seek to avoid any indirect impact on staff within these groups that we cannot objectively justify. Where changes lead to commissioning services in different ways, we will use our strategic procurement procedures, which include specific reference to equality, to ensure we meet equality requirements. While reducing costs in relation to printing, publicity and advertising we will continue to be mindful about the provision of accessible information through a range of mediums.</p> <p>“Differential impact” means that the decision might unfairly have more affect one protected characteristic group or local priority action more than another. Where there is a possibility that this could be the case action to mitigate the impact is included within the EIA.</p>
Responsible Officer	Giles Perritt.
Department and Service	Head of Service – Performance, Policy and Partnerships.
Date of Assessment	From 27/10/11 to 21/12/11.

<b>STAGE 2: INEQUALITIES – Assess the impact against our priorities to reduce inequalities and promote community cohesion</b>		<b>Is there an adverse impact? Yes/No</b>
What impact will there be on our priority to reduce the inequality gap, particularly in health, between	An integrated policy, performance and partnership service focussing on priorities including health inequalities is likely to have a positive impact as it will make the delivery and support more focused and targeted. While rationalising our activities and spending	No

<b>STAGE 2: INEQUALITIES – Assess the impact against our priorities to reduce inequalities and promote community cohesion</b>		<b>Is there an adverse impact? Yes/No</b>
communities?	in relation to printing, publicity and advertising we will be mindful that promotional material and information about services and where and how to access them will still be required in a range of formats and mediums.	
What impact will there be on our priority of fostering good relations between different communities (community cohesion)?	The Place Survey 2008 indicated that 69.9% of people in Plymouth believe that people from different backgrounds get on well together in their local area against a national average of 75.8%. This puts us in the lowest 25% of local authorities for this indicator. An integrated corporate wide performance, policy and partnership team will be well placed to support Departmental specific work as laid out in the relevant Service Business Plans aiming to improve this Level one measure.	No

<b>STAGE 3: LEGISLATION – Assess the impact against our legal duties: to eliminate unlawful discrimination, advance equality of opportunity, foster good relations and promote human rights. Is there a differential impact for any of the below?</b>			
	<b>Yes/No</b>		<b>Yes/No</b>
Age	No	Gender Reassignment	No
Disability	No	Race	No
Faith, Religion or Belief	No	Sexual Orientation – including Civil Partnership	No
Gender – including marriage, pregnancy and maternity	No	Human Rights - A re-focussed central performance, policy and partnership function has the potential to improve the way we ensure Human Rights responsibilities are mainstreamed and discharged within direct service delivery.	No

<b>STAGE 4: IMPLICATIONS(S). Considering stages 2 and 3, state the actions to address any adverse impacts identified and measures to address any gaps in information or data</b>		
<b>Stage 2 Action(s) Required</b>	<b>Completion Date</b>	<b>Who is Responsible?</b>
Continue to manage the risks that front line services do not have the information to take into account the needs of different people and diverse	Review March 2013.	Giles Perritt. Head of Policy, Performance and Partnerships (H PPP)

<b>STAGE 4: IMPLICATIONS(S). Considering stages 2 and 3, state the actions to address any adverse impacts identified and measures to address any gaps in information or data</b>		
<b>Stage 2 Action(s) Required</b>	<b>Completion Date</b>	<b>Who is Responsible?</b>
communities.		

<b>STAGE 4: IMPLICATIONS(S). Considering stages 2 and 3, state the actions to address any adverse impacts identified and measures to address any gaps in information or data</b>		
<b>Stage 3 Action(s) Required</b>	<b>Completion Date</b>	<b>Who is Responsible?</b>
Continue to manage the risks that front line services do not have the information to be able to take into account the needs of different people in general and within locally agreed priorities.	Review March 2013.	Giles Perritt. H PPP.
Continue to ensure that the actions in locally prioritised strategies like older people, child poverty and the Safer and Strong 2020 delivery group are implemented.	Review March 2013.	Giles Perritt. H PPP.
Work closely with the Safer Communities Service to ensure the lack of “specialist” consultation officers does not create a “one size fits all” consultation model and that we collect feedback and information in the ways individuals and communities of interest want to give it.	Review March 2013.	Giles Perritt. H PPP and Peter Aley Assistant Director for Safer Communities.
Continue to provide accessible information through a range of accessible mediums.	Review March 2013.	Giles Perritt. H PPP.

<b>STAGE 5: PUBLICATION</b>			
Director, Assistant Director/Head of Service approving EIA.		Date	