

POLICY AND RESOURCES CABINET BOARD

26th NOVEMBER 2008

CHIEF EXECUTIVE'S OFFICE

**REPORT OF THE
HEAD OF CORPORATE STRATEGY – P.GRAHAM**

INDEX OF REPORT ITEMS

PART 1 – Doc. Code: PRB-261108-REP-CE-PG

SECTION B – MATTERS FOR INFORMATION		
Report Item	Page Nos	Wards Affected
1. Scrutiny Development Fund	2-4	All
2. Citizens' Panel Consultation	5-9	All
3. Welsh Language Board Comments on Council's Welsh Language Scheme Annual Monitoring Report	10-14	All
4. Working for Equality in Wales – Proposals for Changes to the Promoting Equality Fund	15-16	All
SECTION C – MATTERS FOR MONITORING		
Report Item	Page Nos	Wards Affected
5. Corporate Strategy Team - Business Plan 2008/09	17-25	All
6. Race Equality Scheme – Annual Report	26-43	All

SECTION B – ITEM 1

1. Scrutiny Development Fund

Purpose of Report

To inform the Cabinet Board and the Scrutiny Committee of a successful submission to the Welsh Assembly Government’s Scrutiny Development Fund for a collaborative project with Cardiff Council as part of the Council’s review of its current scrutiny arrangements.

Background

The Cabinet Board and the Scrutiny Committee has been made aware of the review of the Council’s scrutiny arrangements via Members’ Induction Seminars following the May elections, via reports to the first meeting of each Scrutiny Committee earlier this year and, more recently, via the Members Seminar on scrutiny attended and supported by Cardiff Council.

All Councils in Wales were invited by the Welsh Assembly Government to apply for funding from its Scrutiny Development Fund to support the ongoing development of scrutiny in Wales. Officers worked with colleagues in Cardiff to prepare a submission designed to assist the current review work. The Council is one of seven local authorities to have submitted a successful bid. The Welsh Assembly Government will provide a 60% contribution (£20,000) towards the project described below. The Council has provided the remaining 40% match funding via officers time so there has been no direct cost to the Council.

The Project

The outcomes sought from the project include:

- Improvement in scrutiny practice and profile
- Skills exchange
- A toolkit of scrutiny techniques
- Exemplars to reference future work
- “Quick wins” in terms of the impact of scrutiny
- Application to the Local service Board and external scrutiny.

The aim of the project is to re-invigorate and improve scrutiny practice in Neath Port Talbot by:

- Targeted capacity building for Members and officers
- Designing and delivering at least 2 exemplar scrutiny topics, demonstrating new scrutiny approaches and providing learning and development resources for the Council
- Developing appropriate processes and procedures for the ongoing delivery of scrutiny.

The range of support provided via the project includes:

- Initial capacity building:
 - Using case studies to examine different approaches to scrutiny
 - Work shadowing and skills development
 - Organisational raids, giving Members and officers the opportunity to explore various aspects of scrutiny with counterparts
- Work planning:
 - Identifying appropriate topics for detailed scrutiny inquiry
- Exemplar inquiries:
 - Plan and structure up to 2 inquiries
 - Access witnesses and information sources
 - Prepare Members for the inquiry
 - Prepare witnesses for the inquiry
 - Undertake the inquiry and draft resulting report with Members

The timescale for the project is from November until April 2009 with the aim being to complete the scrutiny review in time to inform new scrutiny arrangements for the 2009/10 civic year.

In addition to this specific project with Cardiff Council, officers are currently examining scrutiny arrangements at other local authorities and, if considered worthwhile, we will arrange appropriate visits for Members and officers to some of these authorities.

List of Background Papers

Scrutiny Development Fund application and approval letter

Appendices

None

Wards Affected

All.

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SECTION B – ITEM 2

2. Citizens' Panel Consultation

Purpose of Report

To report on the key findings of the Citizens' Panel consultation exercise conducted in June 2008 and outline how officers will use the findings.

Background

The contract for public consultation activities was recently awarded to Bostock Marketing Group Ltd. (BMG). The June 2008 questionnaire was the first Citizens' Panel consultation BMG conducted on behalf of the Council. Questionnaires were distributed to all 1,200 Panel members seeking their views on a variety of issues, to which 696 responded. This was a response rate of 58%.

The following sections provide an executive summary of the key findings. A more detailed report of the findings is available in the Member's Room.

Regional Transport Plan

This section aims to inform the development of the Regional Transport Plan that is due to be submitted to the Welsh Assembly Government in March 2009.

The majority of respondents (55%) felt that improving public transport would be the priority that would most improve and develop access to jobs in the County Borough. A similar result (52%) was found for improving access to education and training. 64% of respondents also felt that access to public transport would be the top priority to improving access to healthcare.

Exploring the priority actions to improve the movement of people and goods in the local area, 20% chose an increase in the capacity of the rail network, followed by priority road spaces for buses, lorries and taxis. The Panel was asked to identify one action that would reduce the impact of transport on the environment, over half said improvements to public transport. The largest proportion (39%) of Panel members deemed the increase of CCTV as a priority action to improve safety and security of transport.

What use will be made of the findings?

- The Council is a member of the South West Wales Integrated Transport Consortium (SWWITCH). It is one of four similar consortia covering the whole of Wales, which are charged by the Welsh Assembly Government with developing and publishing by March 2009 a Regional Transport Plan. The Plan will be the primary bidding document for capital funding for transport in the region.
- The transport questions in the Citizens' Panel Questionnaire were part of a wide ranging consultation programme in the development of the plan and of a programme of transportation projects for the next 5 to 6 years.

Library Services

Overall, the large majority (87%) are satisfied with library services, with just 4% dissatisfied. In line with this encouraging finding, 80% rate the opening hours of libraries as good, whilst just 6% rate them as poor.

The respondents were asked to specify which 3 factors are most influential in their choice of library. By far the largest proportion rate convenience to their home as most influential (69%), followed by choice of books for leisure (37%) and convenient for shops and other amenities (30%).

What use will be made of the findings?

- The findings of the Citizens' Panel will be incorporated into the ongoing review of Neath Port Talbot libraries and will be used to inform responses in respect of the third framework of the Welsh Public Library Standards.

Community

More than half of respondents agree that they feel part of their community and that people treat others with respect and consideration. Almost half of panellists also feel that the local area has a strong sense of community. Only 23% agree that they can influence decisions in the neighbourhood. In comparison a greater proportion (42%) of respondents agree that by working together residents can influence decisions in the neighbourhood. Encouragingly, 55% indicate they would be interested in becoming more involved in decision making.

Almost half of panellists report that they do not regularly give unpaid help to someone who is not a relative. Of those who do give regular unpaid help, the majority do so in the form of advice or help with transport and/or escorting. A small number of panellists report that they regularly receive unpaid help from someone who is not a relative.

What use will be made of the findings?

- The findings will be used by the Corporate Strategy Team to assist in the measuring and monitoring of relevant targets for the Confident Communities theme of the Community Plan. This information will be included in the annual Community Plan Progress Report, which is made available to partners at the Community Plan Partnership Annual Seminar and on the Council's website.
- Monitoring these types of targets helps the Council and its partners gauge the development of active citizenship across Neath Port Talbot's communities of interest.

Language and Format

The majority (67%) of respondents have tried to contact the Council in the last 12 months, most contact was via telephone.

The large majority of respondents contacted the Council in English. A small number of panellists have tried to contact the Council in Welsh and overall respondents express a level of satisfaction with the Council's ability to communicate in their preferred language. 10 respondents had tried to acquire information from the Council in another format (larger print, Braille and CD), the majority of which were satisfied with the Council's ability to provide information in the format of their choice. However, no firm conclusions can be drawn from such small samples.

What use will be made of the findings?

- Although no firm conclusions can be drawn due to the small sample sizes, the findings will be used to inform service delivery in terms of the Welsh Language Scheme and the Disability Equalities Strategy. It will also assist the Corporate Strategy Team with the ongoing monitoring of the implementation of such policies.

Parks and Neighbourhood Services

With regard to keeping adopted roads and footpaths clear of litter, half of respondents expressed a level of satisfaction, whilst 35% are dissatisfied. Reasons for dissatisfaction include litter on streets/roads/pavements and dog fouling. The majority of panellists are satisfied with grass cutting services and 63% of respondents are satisfied with the removal of illegally dumped rubbish.

The Council is looking to develop ‘friends of the park’ groups for parks in the County Borough. One in ten panel members would be interested in becoming involved in such a group, whilst a quarter would require further information. A separate list of individuals who have expressed a desire to become involved in the groups or have asked for further information has been given to the Parks department.

What use will be made of the findings?

- The data is new to Streetcare and can be used as trend data in future.
- Streetcare services have also requested the data be broken down via 12 neighbourhood zones so that service reviews and service improvements can be targeted in those areas.

Waste Management Services

Household refuse collection is rated highly by panellists with 88% stating they are satisfied with this service. Over half of the respondents have used the bulk refuse collection service, 86% of respondents report they have used the kerbside recycling service and 85% report they have used recycling banks. Levels of satisfaction with each service are very high at over 90%.

60% of respondents feel there should be more recycling banks across the Borough. When asked for preference of where recycling banks should be located 68% specified supermarket car parks and 40% in high residential areas. If the number of recycling banks was reduced almost half indicated that it would negatively impact on their ability to recycle household waste.

Over three quarters of respondents have used one of the Household Waste and Recycling Centres. Of these individuals 97% are satisfied with the facilities overall. Recommendations for the improvement of the facility include making the site more accessible (30%) and advertising/promoting them more widely (20%).

What use will be made of the findings?

- The Citizens' Panel Survey is used to help waste management officers determine levels of public satisfaction with front line waste management services.
- Some of the information gained is required for entry into the Operational Business Plan for Waste Services, which measures year on year public satisfaction.
- The survey also assists officers pinpoint areas where service delivery can be improved and may also be used to inform service delivery policy.

List of Background Papers

None.

Appendices

A more detailed report of the findings is available in the Member's Room and copies can be acquired from the Corporate Strategy Team.

Wards Affected

All.

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SECTION B – ITEM 3

3. Welsh Language Board Comments on Council’s Welsh Language Scheme Annual Monitoring Report

Purpose of the Report

To note the Welsh Language Board’s comments on the Council’s Welsh Language Scheme Annual Monitoring Report for the period 2007-2008.

Overview of Welsh Language Board Comments

The Board’s comments are included in Appendix 1 to this report. Following receipt of the comments, a representative from the Board met with Council officers to discuss the comments in more detail. The meeting was very productive and provided the Council with the opportunity to explain what actions were being taken to ensure compliance with the Welsh Language Scheme.

The Board’s comments have been considered by the Council’s Heads of Services Equalities Group, which agreed that there were no particular concerns about non-compliance with the Scheme requiring urgent action by the Council. The Group also acknowledged the excellent work being done by employees and the Welsh Language Officers Group. Actions required to ensure ongoing compliance with the Scheme will be incorporated into the relevant action plans, which are reported to scrutiny committees.

List of Background Papers

Council’s Welsh Language Scheme Annual Monitoring Report 2007/08

Appendix

Welsh Language Board Comments, September 2008

Wards Affected

All

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Appendix 1

Neath Port Talbot County Borough Council Welsh Language Scheme Annual Monitoring Report 2007-08 Welsh Language Board comments, September 2008

Section	Comment
1. SCHEME MANAGEMENT AND ADMINISTRATION	
Introduction	The reporting process demonstrates an effective system that combines both strategic direction and operational support.
2. WELSH LANGUAGE SCHEME COMPLIANCE	
General	The requirement placed on managers to address language issues, as well as equality matters, as part of the Business Planning Framework is an important step forward. What advice and guidance is given to managers prior to preparing business plans, and then following their preparation and scrutiny?
	As we have previously said, the procedure of measuring partner organisations progress within a report considered by the Community Plan Partnership is to be commended.
	We are pleased to note that our recommendations from last year's Risk Assessment have been included within the corporate action plan and within appropriate service action plans. However we would have liked to see an update against each of the recommendations made – specific actions and progress made – within the annual monitoring report. We would like to discuss this further in our feedback meeting. We look forward to working with you on our Risk Assessment for 2009 which will focus on the corporate complaints procedure. A methodology will be available for consideration later in the year.
3. MAINSTREAMING	
Service Planning and Provision	Ensuring that business plans, which are subject to scrutiny, address the language is a positive step. Do you have an example that could be shared with us please? In future annual monitoring reports we would like to see qualitative analysis of mainstreaming successes.
	The Assembly Government's new statutory guidance on community strategies requires the Board to draw up supplementary advice on the Welsh language in a community strategy. The Board is currently drafting the advice with a view to introducing the final draft to the Assembly by the end of the Summer. The supplementary advice will provide practical guidance to community strategy partnerships on how to incorporate the Welsh language into their schemes and provide a number of examples of good practice. We are pleased to note that Neath Port Talbot Council will consider the advice.

	<p>It is good to see managers undertaking equality and diversity training. Does this 140 include all managers due to undertake the training course? If not what % does this figure represent of the total number of managers due to undertake the course, and what are the plans for them to undergo the training?</p>
Dealing with other Organisations	<p>You have noted that you await further instruction from the Board on WLI 1; therefore we will discuss this in our feedback meeting. Also, following the monitoring process we will this year, as last, be preparing an overview report that will contain instances of good practice from across the organisations that report to the unit.</p>
	<p>Completing the self assessment report on the breadth, reach and quality of youth services in the area is a positive step, and one that demonstrates the commitment of the Partnership. We hope that the Partnership will look closely at its findings, with the intention of prescribing objectives in order to build on the existing good services offered to the youth of Neath Port Talbot.</p> <p>We welcome the actions prepared by the Partnership in order to improve the situation of the language locally. However we do have some concerns regarding the level of responsibility shouldered by the local Menter Iaith in undertaking this work. The Partnership is urged to take ownership of the work and to support the Menter, and provide resources to allow them to complete the tasks to a good standard, which will subsequently influence the development of future plans.</p> <p>We look forward to seeing the Partnership's action plans following the finding of Estyn and the work undertaken by the local Menter Iaith.</p>
4. WELSH LANGUAGE FRONT LINE SERVICES	
	<p>Where there is no reference to a specific matter, we accept the information reported.</p>
PI L (WL) 5 a&b Public Meetings	<p>It is disappointing to note that two services are obviously not offering the public the same level of service as others, despite the fact that the second indicator shows a capability to offer the service. What measures have been put in place to deal with this, bearing in mind that PI L (WL) 3g proves that members of staff in all services have been reminded of the Scheme's requirements?</p>
PI L (WL) 6 Face-to-face meetings	<p>It is pleasing to see a majority of services succeeding to meet the demand for Welsh language services. We understand that attaining a level of service that means Welsh language services are available 100% of the time takes time, but it is disappointing to see that there were instances when a service could not be offered, particularly when considering the service under consideration. It is appreciated that measures are being taken to ensure a smooth process when situations where a Welsh speaking member of staff is unavailable arise, but what are the mid-to-long term plans to ensure that the % reported on in future reports is 100%</p>

The Council's Corporate and Public Image	<p>The Council notes that technical documents account for the % of documents not produced in Welsh by one service, under PI L (WL) 7a, b, a c. Does this account for all remaining documents, those 41% that were translated aside, or are there other factors to consider?</p> <p>We are pleased to see the figures reported under PI L (WL) 9.</p>
Forms	<p>It is disappointing to see some of the figures reported under PI L (WL) 10. We accept that the Council has recognised steps that are needed to, and we expect to see an increase in the figures in next year's report.</p>
Surveys	<p>We agree with the assessment made that offering Welsh versions on request does not conform to the Council's Welsh Language Scheme (PI L (WL) 11b). Improvement measures have been recognised, and we expect to see an improvement in the figures reported next year.</p>
Public and Official Notices	<p>PI L (WL) 12: Are the specific reasons for the lack of conformity within the one service that has failed to reach 100%?</p>
5. LINGUISTIC SKILLS	
WLI 2 Frontline Services	<p>We are glad to see that the Council can provide this information. Is this % sufficient number to meet the demand for Welsh language services, and to guarantee that it is available 100% of the time? What happens when those with Welsh language skills are unavailable to deal with calls?</p> <p>Has the Council undertaken an audit, or a similar piece of work to see where it is able and unable to provide a Welsh language service, and one that would have included an approach to designating posts as Welsh essential or desirable?</p> <p>If no posts have been designated as essential within the One Stop Shop, nor the Call Centre, how can a Welsh Language service be guaranteed; especially as staff turnover occurs?</p> <p>Is the out of hours message a temporary measure until the capability to provide a Welsh language service is available at all times?</p>
Welsh Language Training	<p>WLI 4 (a) We are pleased to see the Council reporting this information. Is the Council able to tell from which the grade, location etc of those attending training, in order to supplement its information on Welsh language skills within the workforce?</p> <p>WLI 4 (b) It has been noted under Section 3, Mainstreaming, that managers have attended equality and diversity training. Does this include language awareness? Are other members of staff, within certain departments where there is a recognised need for example, required to undertake awareness training?</p>

<p>WLI 5</p> <p>Welsh speaking employees</p>	<p>It is clear that the Vision system permits the Council to keep detailed data, which can be disaggregated as required. We would like to discuss the work of collecting this information and workforce planning, along with actions done following our risk assessment recommendations as part of our feedback meeting.</p>
<p>Comments, Compliments and Complaints</p>	<p>We are satisfied that the Council has dealt with these complaints appropriately.</p> <p>Our Risk Assessment for 2009 will focus on the corporate complaints procedure. A methodology will be released shortly for your consideration, and we look forward to working with you on this.</p>
<p>Public Opinion Survey</p>	<p>This practice is to be commended, and we are eager to learn more about the questionnaire and what is asked, and to provide any advice we can.</p>
<p>6. PUBLISHING INFORMATION ON PERFORMANCE AND ITS ANALYSIS</p>	
	<p>We are in agreement with your assessment concerning services that have not met the standard of others, Social Services, Health and Housing, as well as Environment; and also agree with the actions proposed to remedy this. We would like to discuss this further in our meeting.</p> <p>We commend the Council for ensuring that information about the Welsh language and the Language Scheme is detailed and accessible.</p>

SECTION B – ITEM 4

4. Working for Equality in Wales Proposals for Changes to the Promoting Equality Fund

Purpose of Report

To provide a Council response to the Welsh Assembly Government's consultation on the proposed changes to the Promoting Equality Fund; which aims to advance the Assembly's equality and human rights agenda.

Background

The Assembly's consultation period for the Promoting Equality Fund ends on 12th December 2008. The Assembly intends having the new grant scheme in operation for the start of the 2009/10 financial year.

Overview of Assembly Grant Scheme

The Assembly's aim is to ensure that the grant scheme is:

- Based on delivering key equality and human rights themes identified in 'One Wales' and in any future Assembly Single Equality Scheme;
- Has an application process that is easy to understand; and
- Reflects the Assembly's commitment to transparency and accountability.

From 2009/10, the Assembly is proposing that the Promoting Equality Fund becomes the Equality and Human Rights Fund, and that it funds activity that is:

- Focused on human rights, and/or one or more of the seven equality strands addressed, those being age, disability, gender, race, sexual orientation, religion/belief and non-belief and transgender; and
- Cross cutting two or more policy areas that are devolved to the Assembly.

The Assembly does not want to be prescriptive about the type of activity to be funded. However, applications are to be innovative and mainly project based, for a period of between one and three years. A proportion will be set aside to meet organisational 'core' running costs.

The level of funding to be awarded will be dependent on the size and complexity of the project. It is being proposed that grant awards will not normally exceed £50,000 in any one year. Applications for funding will be invited annually, before the end of each calendar year. It is proposed that organisations in the third and statutory sectors should be eligible to apply for funding. Applications for funding are likely to be assessed against two sets of criteria. The first set of criteria will be strategic and will always seek to ensure that funding is awarded to activities that will:

- Respond to the Assembly’s strategic priorities for equality and human rights and its Single Equalities Scheme;
- Add value to, but not duplicate work that is already being undertaken in the field of equality and human rights;
- Address an unmet demand identified by evidence available on similar projects;
- Help organisations work collaboratively and where possible, access match funding.

The second set of criteria is concerned with the ability and capacity of the organisation to deliver a project’s stated objectives.

Comments on Grant Scheme

The proposed Assembly Equality and Human Rights Fund provides this Council, together with other statutory and third sector organisations, the opportunity to bid for additional resources for innovative equality and human rights projects. The proposed scheme criteria, appears to be appropriate for its purpose and comments to this effect will be communicated to the Assembly.

List of Background Papers

Working for equality in Wales – Proposals for changes to the Promoting Equality Fund - Welsh Assembly Government consultation paper

Wards Affected

All

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SECTION C – ITEM 5

5. Corporate Strategy Team - Business Plan 2008/09

Purpose of the Report

To report on the above business plan for monitoring scrutiny purposes. A full copy of the business plan is available on the intranet.

Overview of the Unit

The Corporate Strategy Team (CST), based in the Chief Executive's Office, is responsible for providing support to the Council in respect of:

- Community Plan and Partnership Working
- Corporate Planning
- Corporate Strategies, Plans and Policies
- Corporate Public Consultation Initiatives

Financial Information:

	£
Expenditure:	
Salaries and related costs	199,881
Social Inclusion Fund	31,750
Community Engagement	23,000
Strategy for Older People projects	72,000
MEWN	5,000
Supplies and Services	350
Gross Expenditure	331,981
Income :	
Grant – Strategy for Older People	122,000
Grants – WLGA/WAG for LSB Officer	85,500
Recharge Operating A/C	9,249
Gross Income	216,749
Net Expenditure	115,232

Overarching Aims and Objectives

The overarching aims are to:

- To engage with key stakeholders and directorate lead officers as appropriate, during the ongoing development, implementation, monitoring and review of the overarching Community Plan and supporting corporate strategies, plans and policies
- To promote partnership working and active citizenship

The objectives that support these aims are included in the full version of the business plan and are reflected in the attached action plan. The nature of the work undertaken by the team provides support to all the corporate aims and objectives, however particularly relevant ones include community leadership, confident communities and service quality and improvement. In addition the team's work has close links with the guiding principles of equalities, social inclusion and sustainable development.

Action Plan Overview

The Corporate Strategy Team continues to support the Chief Executive across a wide range of activities and some examples follow:

Community Planning and Partnership Working

- A successful Community Plan Partnership Annual Seminar was held in October 2008. The Seminar included the launch of the review of the Community Plan. A Community Plan progress report was collated and distributed at the event, which included a Confident Communities report produced by the team.
- The NPT Local Service Board has continued to make progress in achieving the priority actions contained within the Local Delivery Agreement. An Officer Steering Group has been established to help support the work of the Board.
- Work has continued on mapping and reviewing the corporate working groups and partnerships.

Corporate Plan

- Contributions have been made to the Improvement Plan 2008/09 and its summary.

- Two new scrutiny officers have been recruited, who are assisting with the development of the Council's scrutiny function. A Scrutiny Development Fund Bid has been successful, which will help take forward this work.

Corporate Strategies, Plans and Policies (Actions A10 to A23)

Older People

- The Neath Port Talbot Older Persons' Council, which meets on a monthly basis, has been supported in its work by the team. This has included facilitating a meeting with the Chief Executive, Corporate Directors and Cabinet to discuss priority concerns of older people.
- The Older Person's Consultation Forum has continued to meet quarterly, supported by a Reference Group.
- A successful Have Your Say event for older people was held at Cwmllynfell. A Have Your Say report has been produced, providing feedback on the 2007/08 events.
- A number of new and creative projects have benefited from Strategy for Older People (SfOP) grant funding, resulting in positive publicity opportunities.
- A revised NPT Strategy for Older People has been drafted and is out for consultation.

Equalities

- Progress continues to be made in implementing the various equalities' action plans, which are subjected to scrutiny.
- The Black and Minority Ethnic Forum has established itself as an important engagement channel for both this Council and increasingly so with partners too. For the first time, Swansea Bay Racial Equality Council was assisted in having a race marquee at the Margam Show.
- An impact assessment tool to help mainstream equalities has been developed and is being piloted.
- An event for employees is being planned, which will help support employees learning Welsh and which will help promote the Welsh Language Scheme.

Sustainable Development

- Consideration is being given to the WLGA sustainable development framework and the use of a policy integration and sustainability framework.

Complaints

- Work is ongoing to review the Corporate Complaints Policy.

Corporate Public Consultation (Actions A24 to A27)

- The Citizens' Panel has been refreshed and a consultation successfully completed.
- The team has continued to support the Valleys Team helping organise another three successful Western Valleys Strategy meetings.
- A joint engagement strategy and toolkit has been launched and an engagement hub is being developed.

Service Improvements (Actions A28 to A31)

- Training and development and communication have continued to be priorities for the team.

Target Section

A total of 13.5 working days were lost due to sickness absence within the team for the period 1st April 2008 to 31st October 2008. This compares to 3 working days for the same period last year. Despite the increase, this is still a very low rate of sickness absence.

List of Background Papers

The full version of the business plan is available on the intranet.

Wards Affected

All

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Corporate Strategy Team – Financial Year 2008/09

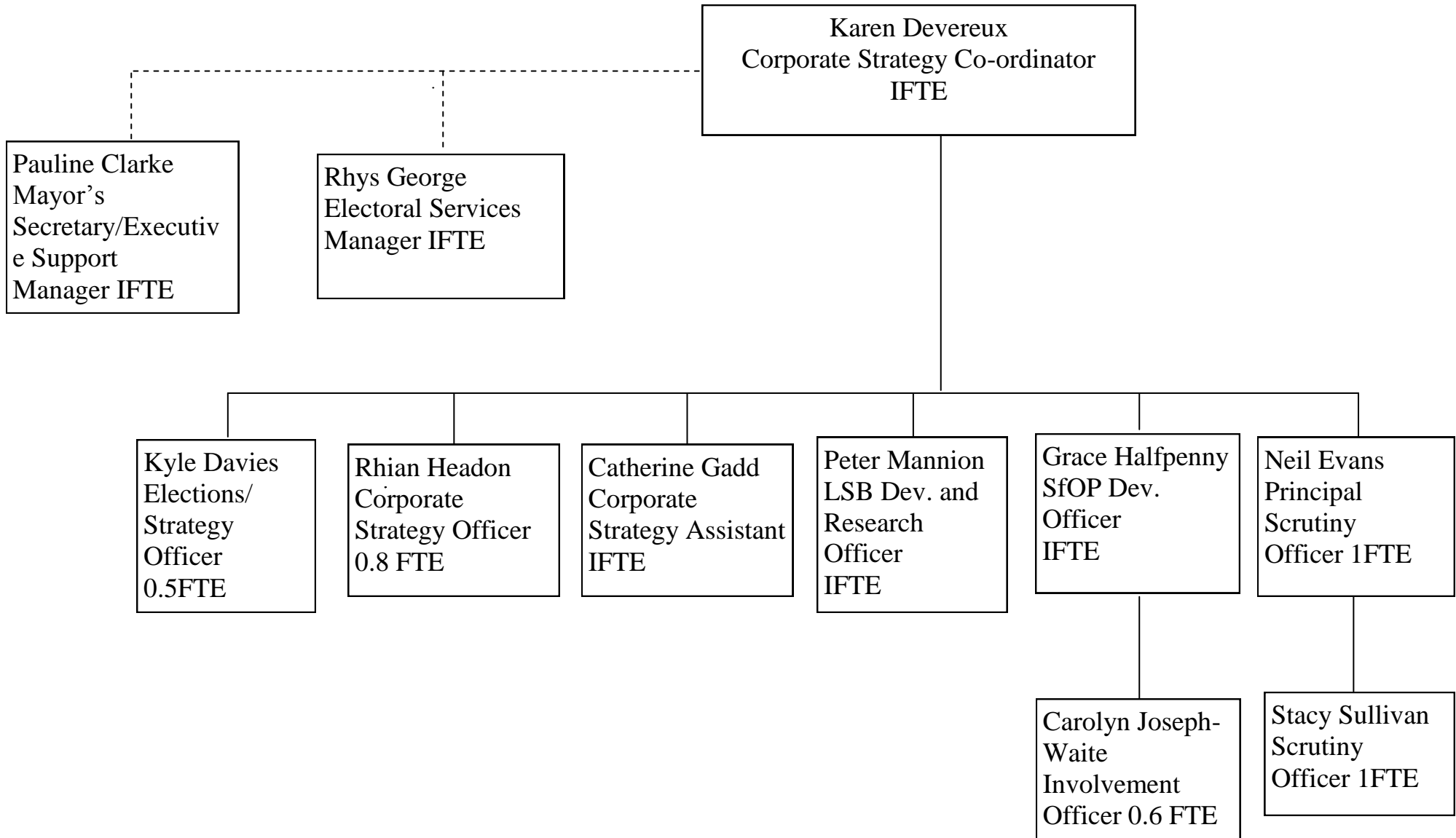
No.	Action	Supporting Corporate/Service Objective(s)	Officer Responsible	Target date milestones
	Community Planning & Partnership Working:			
A1	Organise and facilitate the Community Plan Partnership Annual Seminar, which requires an annual progress report.	Corporate Aim 1 Service Obj.3	KD/RH/CG	April - Oct
A2	Help facilitate meetings of the Local Service Board and the production of the Local Delivery Agreement.	Corporate Aim 1 Service Obj.2	PM	Bi-monthly meetings
A3	Review the Community Plan, providing advice to lead officers and supporting partnerships, taking account of the Assembly's revised guidance. To closely link with the development of the Local Development Plan.	Corporate Aim 1 Service Obj.2	KD/RH	July 08 – Oct 09
A4	Assist the Chief Executive in taking forward the active citizenship/Confident Communities theme. This includes producing an annual progress report for this theme.	Corporate Aim 1 Service Obj.4	CST	July 08 – Oct 09
A5	Support for cross border meetings with Powys County Council.	Corporate Aim 1 Service Obj.2	KD	Quarterly meetings
A6	Ensure key partnerships and plans/strategies continue to be mapped (includes review of corporate working groups and voluntary sector funding).	Corporate Aim 1 Service Obj.5	CG	July 08 – Oct 08
A7	Work with supporting partnerships and other groups to ensure they take account of the impact of all the Plan's themes, the needs of different communities of interest/issues of equality, sustainable development and social inclusion.	Corporate Aim 1. Service Obj.5	CST	July 08 – Oct 09
A8	Review/support the older persons' partnership framework (NPTOPC, OPCF, Reference Group).	Corporate Aim 1,7,8 Service Obj.5	GH/CJW	Monthly/quarterly meetings
	Corporate Planning and Delivery:			
A9	Contribute to the Improvement Plan / summary and the future production of a corporate plan.	Corporate Aim 8 Service Obj.6	CST	April – Oct

No.	Action	Supporting Corporate/Service Objective(s)	Officer Responsible	Target date milestones
A10	Help mainstream corporate and cross-cutting strategies by for instance developing a sustainability appraisal and an equalities impact assessment tool.	Corporate Aim 8 Service Obj.8	RH	Sept 08 – March 09
A11	Develop the Council's scrutiny role and that of the LSB.	Corporate Aim 8 Service Obj. 9	KD/PSO/SO/PM	July 08 – March 09
A12	Support the Electoral Services team.	Corporate Aim 8 Service Obj. 10	CST	Ongoing
	Corporate Strategies, Plans and Policies:			
A13	Assist the Chief Executive and help raise the profile of the team by creating, implementing and contributing to new corporate strategies, plans, policies and processes. This includes the new area of responsibility for social inclusion.	Corporate Aim 1,7,8 Service Obj.9	CST	Ongoing
	<i>Older people</i>			
A14	Continue with the implementation of the NPT Strategy for Older People (SfOP), which includes allocating grant for innovative projects that help translate the Strategy into action.	Corporate Aim 1,7,8 Service Obj.10	KD/GH/CJW	Ongoing
A15	Produce monitoring report on SfOP grant spend for WAG and contribute to Scrutiny Committee report on grant spend.	Corporate Aim 1,7,8 Service Obj.10	GH	Biannual reports
A16	Support for Older Persons' Council and organisation of Have Your Say events.	Corporate Aim 1,7,8 Service Obj.10	GH/CJW	Monthly OPC meetings, biannual Cabinet meetings & 3 HYS events.
A17	Promote positive publicity for SfOP.	Corporate Aim 1,7,8 Service Obj.10	GH/CJW	Ongoing
	<i>Equalities</i>			
A18	Implementation of corporate / CEx action plans for Welsh Language Scheme and Equality of Opportunity in Service Delivery (refer to more detailed action plans). Produce progress reports for committee.	Corporate Aim 1,7,8 Service Obj.11, 14	KD/CG/RH	Annual or biannual reports

No.	Action	Supporting Corporate/Service Objective(s)	Officer Responsible	Target date milestones
A19	Co-ordinate the collection of WL PIs and submit annual implementation report to WLB.	Corporate Aim 1,7,8 Service Obj.11,14	KD/CG	Jan – July
A20	Review and Implement revised Race Equality Scheme, which includes supporting the Black and Minority Ethnic Forum and producing an annual progress report for committee.	Corporate Aim 1,7,8 Service Obj.11	RH	Annual report and quarterly meetings
A21	Assist with the implementation of the Disability Equality Scheme.	Corporate Aim 1,7,8 Service Obj.11	RH	Quarterly DPAG meetings
A22	Implement Gender Equality Scheme with SPU.	Corporate Aim 1,7,8 Service Obj.11	RH	Jan – April 08
A23	Support meetings of the Welsh Language Officers Group and the Heads of Service Equalities Group.	Corporate Aim 1,7,8 Service Obj.11	CG/RH	Quarterly meetings
	<i>Sustainable Development/ISO 14001</i>			
A24	Co-ordinate the collection of information on processes and activities for the directorate for ISO 14001.	Corporate Aim 1,7,8 Service Obj.12	RH	March 09
A25	Develop corporate approach to sustainable development (refer to sustainability appraisal action).	Corporate Aim 1,7,8 Service Obj.12	KD/RH/CG	March 09
	<i>Complaints</i>			
A26	Review and Implement revised corporate Comments, Compliments and Compliments Policy. This includes producing an annual corporate report and ensuring services produce biannual reports.	Corporate Aim 1,7,8 Service Obj.13,14	KD	March 09 Annual or biannual reports
	Development/Co-ordination of Corporate Public Consultation:			
A27	Co-ordinate production of a minimum of 2 Citizens' Panel questionnaires a year and provide feedback.	Corporate Aim 1,7,8 Service Obj.16	KJD/CG	Ongoing
A28	Implement joint citizen engagement strategy and toolkit, including development of website.	Corporate Aim 1,7,8 Service Obj.16	PM/KJD	July – December 08

No.	Action	Supporting Corporate/Service Objective(s)	Officer Responsible	Target date milestones
	CST Service Improvements:			
A29	Implement training / development requirements as identified through EDRs.	Corporate Aim 8 Service obj.20	CST	Ongoing
A30	Continue to improve internal communication, including prioritisation of tasks.	Corporate Aim 8 Service obj.21	CST	Ongoing
A31	Learn from best practice both internally and externally.	Corporate Aim 8 Service obj.20	CST	Ongoing
A32	Adhering to the Council's Sickness Management Policy.		CST	Ongoing

CORPORATE STRATEGY ORGANISATIONAL STRUCTURE



SECTION C – ITEM 6

6. Race Equality Scheme – Annual Report

Purpose of Report

To consider the second annual progress report on the Council’s Race Equality Scheme for 2007/2008.

Background

The Council’s Race Equality Scheme was prepared “to meet the requirements of the Race Relations (Amendment) Act 2000...[and]...sets out how the Council will meet its statutory obligation...to review all of its functions and policies to eliminate any racial discrimination and promote equality of opportunity and good race relations.”

This report focuses on the developments and progress made during the third and final year of the current Scheme, 2007/2008.

The Scheme has been revised and is currently subject to an equality impact assessment prior to going out for consultation. Following this consultation period the final Scheme will be reported to this Committee prior to seeking formal approval.

List of Background Papers

Race Equality Scheme – October 2005

Appendices

Appendix 1 – Race Equality Scheme – Annual Progress Report

Appendix 2 – Race Equality Scheme 2005- 2008 Action Plan

Wards Affected

All

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Race Equality Scheme

Annual Progress Report 2007-2008

Introduction

Since its publication the Race Equality Scheme (the Scheme) has been continuously developed to ensure we produce a Scheme which fits both legislative requirements and addresses the needs of Neath Port Talbot citizens.

The Council, in carrying out its functions both as a separate entity and in collaboration with its partners, has aimed to have due regard to the need to eliminate racial discrimination, promote equality of opportunity and promote good race relations between persons of different racial groups.

This report outlines the progress that has been made in taking forward these three overlapping strands of the statutory general duty for the promotion of race equality.

Progress and Developments

Examples of Initiatives and Projects

- The Council continues to be involved with the annual Holocaust Memorial.
- Libraries continue to support the communities of Neath Port Talbot with collections of materials in a variety of languages.
- Young people from two Communities First areas have participated in an Identity and Diversity project.
- Two participants from the project were selected to represent the British Youth Council at a conference held in Zambia during April. This provided them with an opportunity to learn about and compare each others' identities and cultures.
- A Saint Patrick's Day parade took place in Banwen to mark the links between the village and St Patrick. It is hoped that the success of the parade will raise its profile for future years.

- The Council continues to contribute to Swansea Bay Racial Equality Council's (SBREC) core funding and has senior elected Member and officer representation on SBREC's Council and Executive Committee.
- The Council continues to financially support the Minority Ethnic Women's Network (MEWN) to provide its services on an outreach basis in Neath Port Talbot.
- The Council continues to work closely with Neath Port Talbot Local Health Board and Abertawe Bro Morgannwg University NHS Trust to develop race equality impact assessment mechanisms.
- A visit from the Mashirika Youth Theatre Group from Rwanda started celebrations of cultural diversity in Neath Port Talbot
- Neath Port Talbot hosted the Croeso project in October 2007, which was opened by Paul Robeson Jnr.
- As part of the project, Croeso representatives trained groups of secondary schools' School Council or Year 10 pupils in promoting diversity and racial equality. These pupils now teach their peers in PSE lessons or assemblies.
- Traveller Education service provides a range of support for Gypsy and Irish Traveller children throughout the county borough from classroom and homework support to whole family ICT support, from accompanying pupils on out of school activities and driving theory test support to visiting fairground families.
- Pupils at the Traveller Unit at Dyffryn Comprehensive School have embarked on horticultural studies with the help and support of the Horticultural centre at Twyn yr Hydd.
- A Gypsy Roma pupil who achieved GCSE success at the Unit completed a 2 year CACHE Diploma in Childcare course at Neath Port Talbot College. She has been awarded Student of the Year for 2006/07 and for 2007/08 and has received a monetary award from the Livery Guild in recognition of her outstanding achievement. She is now applying for a university placement where she will continue her studies. This student is the first Gypsy Traveller within Neath Port Talbot to access higher levels of education.

Overview of Progress in Key Areas

Functions, New Policies and Services

Work has been undertaken to revise the assessment list of the Council's functions and policies as a component in revising the Scheme. This exercise highlighted a number of gaps and has ensured that greater attention has been given to the assessment for relevance. Impact assessments have been undertaken in a number of service areas in accordance with this list.

The current executive reporting mechanisms continue to consider policies and reports against various 'impact assessment criteria', including equalities. The review of the Community Plan will necessitate a review of these current assessment criteria but the inclusion of equalities in these new criteria is assured.

Consultation

The BME Forum continues to be well patronised and is a successful vehicle for communication between the BME communities, the Council, Neath Port Talbot Council for Voluntary Service and the Police.

The Forum has been instrumental in the development of the revised Race Equality Scheme and has provided support for the development of a variety of initiatives throughout the year.

Consultation with not only the BME Forum but also with other equalities groups and the public generally, will continue to be paramount in the ongoing development of services and policies produced by the Council and its partners.

Monitoring

While there has been progress in some service areas, further development of the monitoring systems is crucial to fully realise the opportunity such systems can make to both the public and service areas alike.

The Council continues to have a Cabinet Member specifically designated as Equalities Champion and, with the Heads of Service Equalities Group, continues to promote and support a consistent and corporate approach to equalities across the Council

Greater focus on equalities issues and consultation in the business planning framework and in the Wales Programme for Improvement has ensured greater consideration is given to this issue. While this process is still in its infancy, business plans are beginning to demonstrate greater awareness of the needs of the different communities in Neath Port Talbot.

Equalities issues continue to be regularly scrutinised and reviewed by the Council's Scrutiny Committees from both a corporate and a service-specific perspective.

Access to Information and Services

The BME Forum previously did not identify a need to translate documentation into community languages. Recently it has been mooted that some information, although not full documentation, be translated into a number of community languages.

There have been a number of presentations to the Forum which have highlighted various services within the Council as well as those provided by outside organisations. Representatives have been enthusiastic in receiving this information and are eager to work with the Council to explore the development of further services more tailored to their needs

Training

Training has been successfully provided to Heads of Service and managers and discussions are ongoing as to the best method of rolling out training to frontline staff. With equalities being an evolving issue for society, the Council recognises that training will be a continuing feature and therefore will remain a priority.

Future training requirements for equalities generally is to be considered by the Heads of Service Equalities Group to address the evolving nature of the equalities agenda.

The WLGA Equalities Unit and SBREC continue to provide valuable support and advice in this area.

Complaints

As in previous years, survey forms, distributed as part of the Complaints procedure, are not routinely completed and returned by complainants. However where forms have been returned appears that no complaints have an equalities component.

Following an approach by the Police, it has been agreed that all racial incidents that the Council is made aware of are reported to the Council's Anti-Social Behaviour Case Co-ordinator, who has links with the Police Hate Crime Officer. All relevant Heads of Service have been asked to inform their managers to ensure that any racial incidents they deal with are recorded with the Co-ordinator.

The Employment Duty

The ethnic categories are those used in the 2001 Census. For analysis purposes the data has been grouped and the term Black and minority ethnic (BME) has been used to include all ethnic groups apart from White British (including Welsh, English and Scottish). The number of black and minority ethnic employees has increased slightly from an average figure of 45 employees (0.6%) in 2006/2007 to 58.5 employees (0.8%) in 2007/2008. This is also the case when school-based staff are excluded from the figures, where the average figure for 2006/2007 of 39 (0.8%) has increased in 2007/2008 to 43.5 (1%).

The breakdown of the Council's of BME employees is as follows:

Breakdown of BME Employees by Ethnic Group

Ethnic Group	Percentage of BME Total
Other Ethnic Group	18.4%
White & Asian	15.6%
Irish	11.9%
Mixed White & Black Caribbean	9.2%
Black British	7.3%
Asian Other	7.3%
Indian	7.3%
Mixed White & Asian	6.4%
Black Caribbean	5.5%
Chinese	2.8%
Bangladeshi	2.8%
Pakistani	2.8%
Black – African	0.9%
Black – Other	0.9%
Mixed White & Black African	0.9%

According to the 2001 Census, 2.4% of the local population are from a BME group, as defined above. The largest groups are “Other White” (0.9%) and Irish (0.5%), followed by Indian (0.18%), White & Black Caribbean (0.16%) and Bangladeshi (0.12%) and Chinese (0.12%). In 2004, eight former communist countries, including Poland, which accounts for 60% of the applicants to the UK’s Worker Registration Scheme, joined the European Union. The effect of this on the population of Neath Port Talbot is not yet known.

The proportion of BME employees ranges from 0.3% in Chief Executives to 0.6% in Finance & Corporate Services and Education, Leisure & Lifelong Learning respectively, 0.9% in Environment and 1% in Social Services, Health and Housing.

The distribution of BME employees by grade over the past year was 1.5% for posts graded 35 and above, 0.7% for posts graded scp 14-34 and 0.7% for posts graded scp 4-13. There are no BME Directors or Heads of Service.

Internal Promotions

The Council does not operate a promotions scheme. All posts are filled through competitive recruitment. However, employees wishing to take different posts can apply for advertised vacancies across the Council. There is prior consideration for employees under notice of redundancy or dismissal on health grounds. A breakdown of equality data on internal appointments is not yet available.

Recruitment Monitoring

The recruitment monitoring figures are incomplete, as recruitment data inputting in Education, Leisure and Lifelong Learning took place in the last quarter only. They are based on 5628 applications submitted (and just 69 appointments) to the Council over the last year, across all directorates. They show the following recruitment trends:

	Percentage of all applicants	Percentage of applicants on shortlist	Percentage of applicants appointed
Female	59%	66%	68.8%
BME	2.1%	1.7%	1.9%
Disabled	1.8%	2.1%	3.1%
Age 16-21	20.8%	14%	15.5%
Age 22-30	34%	28.1%	34.2%
Age 31-40	18.3%	23.2%	19.6%
Age 41-50	16%	20.7%	23.4%
Age 51-60	8.1%	12%	6.1%
Age 61-65	0.4%	0%	1.3%
Age 65+	0.1%	0%	0%

The data above is incomplete and must be developed, in future, to include all Council vacancies. It will then be appropriate to analyse the data in more detail (including BME breakdowns by ethnic group and gender), and on a directorate by directorate basis. However, if the Council's workforce is to become more representative of the community it serves, it will need to attract and appoint a greater proportion of, for example, disabled and BME candidates.

Race Equality Scheme – Action Plan

Priority 1					
Arrangements for monitoring policies and functions for adverse impact					
Action	Target Date	Action Completed			Comment
		Yes	No	In Part	
Develop guidance on monitoring and analysis	2005/06	✓			Guidance has been developed in tandem with the following action.
Develop monitoring questionnaire in association with Heads of Service Equalities Group	2005/06	✓			Monitoring questionnaire has been developed
Assess current position of monitoring systems throughout the Council	2005/06	✓			Assessment has highlighted an inconsistent approach within the Council.
Establish areas and methods e.g. sample surveys, application forms, customer satisfaction surveys for effective monitoring systems	2006/07			✓	Work is still ongoing
Pilot guidance on monitoring in relevant services/policies i.e. those that fall within the high priority category for relevance to the general duty	2006/07		✓		Introduction of guidance and monitoring in all relevant services/policies has been delayed.

Priority 1

Arrangements for monitoring policies and functions for adverse impact (continued)

Action	Target Date	Action Completed			Comment
		Yes	No	In Part	
Develop monitoring systems for all relevant services	2007/08 and ongoing			✓	Systems have been developed in some service areas but not in all relevant areas.
Analyse monitoring information to establish good practice and/or adverse impact in service delivery	2007/08 and ongoing			✓	Analysis of monitoring information as been undertaken in some services.
Start to address adverse impact in appropriate manner	2006/07 2007/08	✓			An equalities impact assessment framework developed. Services beginning to use framework and any adverse impacts being addressed.
Report monitoring information and analysis through established reporting channels	2006/07 2007/08	✓			This is being addressed through the business planning framework and established reporting procedures.

Priority 2

Arrangements to consult with relevant groups

Action	Target Date	Action Completed			Comment
		Yes	No	In Part	
Establish a 'Forum' with representatives of various racial groups within Neath Port Talbot	2005/06	✓			The BME Forum was set up in July 2005 and is well represented from various racial groups within Neath Port Talbot.
Hold regular meetings of the Forum to develop understanding and provide opportunities for consultation	2005/06 and ongoing	✓			The BME Forum meets every 3 months and has received presentations on a range of topics as well as considering topics of specific interest including employment and language and communication.
Develop and implement community engagement guidance	2005/06	✓			Guidance has been developed and circulated to business managers and is available in the Intranet.
Identify and support relevant business managers of services classed as high priority to implement community engagement guidance in conjunction with the monitoring pilot	2006/07	✓			Work has been undertaken with relevant business managers on an ad hoc basis. A more structured approach is to be developed.
Monitor the implementation of the guidance by business managers to determine its effectiveness	2006/07	✓			Work has commenced and due to the nature of the action will continue on an ongoing basis
Encourage Community Plan supporting partnerships to have due regard to the community engagement guidance in carrying out their responsibilities in the Community Plan	2005/06	✓			Part of the work of the recently established Local Service Board is the development of a Joint Citizen Engagement Strategy.

Priority 3

Arrangements for training staff

Action	Target Date	Action Completed			Comment
		Yes	No	In Part	
Review content of induction training activities to ensure equalities issues are addressed	2005/06			✓	Equalities training is currently under review
Incorporate equality of opportunity training as part of other courses e.g. customer care	2005/06			✓	Equalities training is currently under review
Promote equalities training and development activities more widely within the Council	2006/07			✓	Equalities training is currently under review
Assess training requirements/needs within each directorate	2006/07			✓	Equalities training is currently under review
Develop train the trainers programme with assistance from the WLGA	2006/07			✓	It is unlikely that this action will be taken forward due to budgetary constraints.
Develop a tailored equalities training programme for senior managers with assistance from the WLGA	2005/06	✓			The WLGA has facilitated training which has been undertaken by business managers and Heads of Service.
Develop a tailored equalities training programme for Members with assistance from the WLGA	2006/07	✓			The WLGA has facilitated Members Seminars.

Priority 4

Arrangements for making sure the public have access to information and services

Action	Target Date	Action Completed			Comment
		Yes	No	In Part	
Establish a sub group of the BME Forum to consider the issues of language and communication	2005/06	✓			This was established last year recommended various actions to the BME Forum. The development and introduction of a Translation/Interpretation Service for Black and Minority Ethnic Languages was one such recommendation.
Determine the level of need and appropriateness of the use of minority languages	2005/06	✓			This was considered by the sub group but greater use of minority languages was not considered necessary at this time.
Develop and implement guidance on the use of minority other languages and methods of communication where appropriate	2006/07	✓			A Translation/Interpretation Service for Black and Minority Ethnic Languages has been developed and has been circulated to all business managers and is available on the intranet.
Ensure information is available in a variety of formats in accordance with established Council policies	2005/06 2006/07	✓			This practice has been introduced over recent years and has now become part of the production process.
Ensure consultation/monitoring processes address information needs and experiences of our various racial groups	2006/07	✓			This is ongoing and is part of every BME Forum meeting.

Identifying relevant policies and functions					
A. Review of those functions and policies identified as high priority					
Action	Target Date	Action Completed			Comment
		Yes	No	In Part	
Identify responsible person(s) to review each policy and function	2006/07	✓			This has been completed as part of the review of the Race Equality Scheme
Reassess each policy and function for relevance to the general duty of the Race Relations Act	2006/07	✓			This has been completed as part of the review of the Race Equality Scheme
Following assessment determine the level of priority	2006/07	✓			This has been completed as part of the review of the Race Equality Scheme
Ensure the results of the above reviews are published appropriately	2006/07			✓	Discussions are ongoing to determine the most appropriate method of publishing results.
Ensure policies/functions are revised or new policies introduced to address issues of adverse impact and to remove any barriers to race equality	2007/08			✓	This is being undertaken as part of the impact assessment/business planning process and due to the nature of the work is ongoing.

B. Review of those functions and policies identified as medium priority					
Action	Target Date	Action Completed			Comment
		Yes	No	In Part	
Identify responsible person to review each policy and function	2006/07	✓			This has been completed as part of the review of the Race Equality Scheme
Reassess each policy and function for relevance to the general duty of the Race Relations Act	2007/08	✓			This has been completed as part of the review of the Race Equality Scheme
Following assessment determine the level of priority	2007/08	✓			This has been completed as part of the review of the Race Equality Scheme
Ensure the results of the above reviews are published appropriately	2007/08			✓	Discussions are ongoing to determine the most appropriate method of publishing results.
Ensure policies/functions are revised or new policies introduced to address issue of adverse impact and to remove any barriers to race equality	2008/09			✓	This is being undertaken as part of the impact assessment/business planning process and due to the nature of the work is ongoing

C. Review of those functions and policies identified as low priority

Action	Target Date	Action Completed			Comment
		Yes	No	In Part	
Identify responsible person to review each policy and function	2006/07	✓			This has been completed as part of the review of the Race Equality Scheme
Reassess each policy and function for relevance to the general duty of the Race Relations Act	2008/09	✓			This has been completed as part of the review of the Race Equality Scheme
Following assessment determine the level of priority	2008/09	✓			This has been completed as part of the review of the Race Equality Scheme
Ensure the results of the above reviews are published appropriately	2008/09			✓	Discussions are ongoing to determine the most appropriate method of publishing results.
Ensure policies/functions are revised or new policies introduced to address issue of adverse impact and to remove any barriers to race equality	2009/10			✓	This is being undertaken as part of the impact assessment/business planning process and due to the nature of the work is ongoing

D. General review of all functions and policies

Action	Target Date	Action Completed			Comment
		Yes	No	In Part	
Keep all policies and functions under continuous review in order to adapt to for instance any statutory requirements or local needs	Ongoing	✓			

Arrangements for assessing and consulting on the likely of impact of new policies and functions					
Action	Target Date	Action Completed			Comment
		Yes	No	In Part	
Develop and implement guidance on undertaking equalities impact assessments which includes race equality	2006/07	✓			An impact assessment tool and associated guidance has been developed.
Ensure equality impact assessments are undertaken on relevant new policies and functions	2006/07	✓			This requirement has been disseminated to all managers via the Heads of Service Equalities Group
Ensure equality impact assessments are undertaken as part of the reporting and business planning process	2006/07 2007/08	✓			This requirement has been disseminated to all managers via the Heads of Service Equalities Group

Arrangements for publishing assessment, consultation and monitoring reports					
Action	Target Date	Action Completed			Comment
		Yes	No	In Part	
Develop and implement guidance on the publishing of the results of assessments, consultation and monitoring	2005/06			✓	The Business Planning Framework Guidance assists in meeting this action, although further work on general guidance is required.
Ensure that business managers implement the guidance consistently across directorates	2006/07			✓	A qualitative assessment of 2005/06 business plans is underway which will provide evidence to inform further work.
Develop an equalities section on our website to include reports, statistics, policies and other relevant information	2005/06	✓			An equalities page has been developed the Council's website which provides equalities information and will have links to other relevant websites.
Publish report on the implementation of the Race Equality Scheme	2006/07 and annually	✓			The Race Equality Scheme Annual Progress Report will be reported to Policy and Resources Scrutiny Committee and published on the Council's website and will be made available to the public in the usual way.
Promote the availability of equalities information	2005/06	✓			An equalities page has been developed the Council's website which provides equalities information and will have links to other relevant websites.