

EQUALITY AND DIVERSITY IMPACT ASSESSMENTS
On grounds of age, disability, gender, race, religion, sexual orientation

YOUR FUNCTION OR POLICY AREA..... Community Plan.....
 OFFICER COMPLETING THE ASSESSMENTDi Parkin..... TEL.....71119
 BUSINESS UNIT DATE.... 13 Dec 06

GENERAL	
1	Please provide a brief description of the main function and/or r policy(ies) including its aims and objectives To provide a plan bringing together the public, business, voluntary and community sectors in the Bay develop to deliver a vision for the future of Torbay that meets the aspirations of local people social, economic and environmental well- being of the Bay.
2	Please list the main stakeholders/beneficiaries in terms of the recipients of the function or the target group at whom the policy is aimed The public business and voluntary sector on behalf of all residents, workers and visitors to Torbay
3	If the function is provided by another partner, organisation, contractor or agency on behalf of the Authority, please give the names of these organisations/agencies (see question 18) Torbay strategic partnership comprises Torbay Coast and Countryside Trust, Torbay Care Trust, Torbay Development Agency, Torbay Voluntary Service, Torbay Health & Social Care Partnership, Devon and Cornwall Constabulary and West country Housing Association
4	Do you have any research data, about traditionally excluded groups? Does this research highlight any disparities or adverse impact? The plan includes data on a variety of areas such as boys and girls school achievement and women's fear of crime where there are disparities
5	Have you compared your policy/function with similar local authorities, if so with what results? The plan does compare levels of attainment and incomes with other boroughs
6	Does this policy area have high medium or low potential impact on traditionally excluded groups? Medium

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IF THE POLICY OR FUNCTION HAS A HIGH OR MEDIUM POTENTIAL IMPACT ON RACIAL MINORITIES OR OTHER TRADITIONALLY EXCLUDED GROUPS PLEASE CONTINUE WITH Part 2 of the assessment	
Part Two	CONSULTATION
7	<p>Please list any consultation activity with internal or external customers carried out over the last year or two: e.g. satisfaction surveys, focus groups, Citizens Panel exercises etc and how the results are publicised?</p> <ul style="list-style-type: none"> • a work shop event with key partners in November 2005, February 2006 and 7 July 2006 • feedback from Torbay's Ward Partnerships who have been developing priorities for their local area • meeting with government agencies and public service providers • road-shows in Torquay Paignton, Brixham and St Marychurch • an online questionnaire • employees, local businesses and regional businesses in the area have been consulted •
8	<p>Please list any alternative arrangements you have made or are planning for consulting with hard-to-reach groups within the community</p> <ul style="list-style-type: none"> • our equality and diversity networks locally and in the region • young people of school age who will be the future of Torbay have been involved
9	<p>Please state how you consult with members of your staff about your function/policy ???</p>
10	<p>Please list any changes to your function or policy that you have made, or you plan to make as a result of consultation with different groups (Include future ones in your improvement plan summary attached) Comments are included on the web site??? and action taken?</p>

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DISCRIMINATION	
11	<p>Please list any evidence you have of the function or policy having an adverse impact on different groups or relations between groups – this can be internal or external</p> <p>There may be tensions between the interests of Young and older people</p>

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SERVICE DELIVERY	
12	Please list any alternative ways designed to improve access to or use of your service by different groups, (and include this in your improvement plan summary attached) We have increased learning opportunities Work on valuing our environment improving satisfaction in the arts, theatres and events Refurbished cultural venues Projects to make Torbay a safer place, improved health, sustainable communities, affordable homes. We will work to make people feel safe at all times, have opportunities to meet their aspirations throughout their lives, be able to influence decision- making , people like working and living in the Bay, so that all groups feel included and empowered
13	Please list any alternative ways designed to improve access to information about your service by different groups (and include this in your improvement plan summary attached) Information provided to Housing service users is singled out as 'amongst the best ever seen.' By the Audit Commission
MONITORING	
14	Please describe how you carry out <u>monitoring</u> of take up of your function/policy by equality group? We monitor performance against the vision and strategy and recommending effective solutions; including monitoring of traditionally excluded groups How are the results of any monitoring analysed, reported and publicised? This is not clear and an action point is included on this
16	Does an analysis of your customer base against baseline population figures for the borough show that you are reaching all groups within your remit? If not, which groups are adversely affected? --- Analysis not made
17	Please list any <u>changes to your function or policy</u> that you have made or plan to make as a result of monitoring Analysis not made
MISCELLANEOUS	
18	If your function is provided by a private sector or voluntary sector organisation on a contract basis, (see q 3) please list any arrangements have you made or plan to make to ensure that these comply with equality

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	This is in itself a partnership and all partners are signed up to the equalities agenda
19	Have you received any complaints about your function/policy in respect of equality issues? If so, please give a brief description Not to my knowledge
20	Does your function or policy result in any financial support being given to community groups within the voluntary and community sector? If yes, please list organisations and amounts, including the equality monitoring on nature of the groups No

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IMPROVEMENT PLAN List any recommendations for action as a result of this impact assessment. **INCLUDE IN BUSINESS PLANS**

ISSUE	ACTION REQUIRED	LEAD	TIMESCALE	COSTS	COMMENTS
Training opportunities	More steps are to be taken to promote learning and establish training pathways into the employment market. training pathways into the employment market				
Plan for housing needs	Increase the number of new affordable homes Not clear how				
Plan for employment needs					
Improved public transport leisure and play	Encourage development of public transport Provide in deprived areas				
address women's concerns about safety at night	Not clear how				
taking measures to ensure that BME (black, minority, ethnic)and LBGT (lesbian, bisexual, gay, transgender) communities feel safe	Not clear how				
increase participation in cultural activity, particularly for those from hard to reach groups	Need to identify targets and actions				
Monitoring	Analyse monitoring data and publicise				