

SUMMARY OF EQUALITY IMPACT ASSESSMENT FOR THE COMPREHENSIVE EQUALITY POLICY

Outline of the policy

The Impact assessment concerns the document entitled " All different, all equal " - which constitutes a Comprehensive Equality Policy and Delivery Plan for Blackpool Council and Blackpool PCT developed in Partnership.

The document sets out our clear commitment to promote equality of access and opportunities in Blackpool, covering our role as a major service provider, community leader and large employer. The Policy is the overall framework policy for Equality and Diversity in Blackpool Council and PCT, the priority will be to tackle discrimination and exclusion across the six main diversity strands. These are: age, disability, gender, race, religion and sexual orientation.

Describe the steps taken in carrying out the assessment;

The assessment was carried out during the development and community consultation stage of the draft Policy. This consisted of extensive discussions and presentations to a wide variety of Community equality groups as well as key Council and PCT leaders . These groups included:

*Council/PCT joint Corporate Equality and Diversity Development group
Blackpool LSP
Equalities Forum
Ethnic minorities liaison committee
LGBT forum
Faith Forum
Staff equality focus groups
Disability Focus group
Senior voice forum*

Summarise the main findings or impacts identified;

The draft plan was revised in light of feedback received in respect of raising the profile of polish/EU accession issues

and expanding information contained on legislative framework for equalities. Other issues raised in the assessment of impact and consultation was the need to explicitly focus on the 6 main equality strands , and on the importance of leadership, building Consultation mechanisms for equality engagement, statutory compliance and promoting organisational development / culture change . All of these issues were fed into the delivery plan, which has been developed to implement the policy.

Summarise the actions you are planning to take;

There are 22 key strategic actions outlined in the Delivery plan for 2007-8. They are grouped under the four overall objectives of :

Leadership and Corporate commitment

Mainstreaming Equality and Diversity

Workforce and Employee development

Consultation and Scrutiny structure development

Statutory compliance

See attached for link to Delivery action plan

Outline future arrangements for monitoring and review; and

The Impact assessment and the Action Plan will be monitored and reviewed and reissued on an annual basis by the Corporate Equality and Diversity Development group, chaired by a Strategic Director of Blackpool Council

Provide a contact name for more information.

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