

26<sup>th</sup> April 2009

**Cross-Cutting theme: Diversity and Equality: Delivery Plan**

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**1. Anticipated Outcome**

To help Devon to “continue to develop as a thriving county with strong, cohesive and happy communities by putting equality, fairness and human rights at the heart of service delivery, education and employment”.<sup>1</sup>

by “valuing diversity, using equality of opportunity for everyone as a guiding principle in all its work”<sup>2</sup>.

**2. Objectives.**

- To mainstream and apply the commitment to equality and inclusion throughout the Devon Community Strategy and Local Area Agreement by supporting Equality Impact and Needs Assessments and monitoring equality targets and by monitoring the Joint Declaration of Equality.
- To support the Devon Strategic Partnership to improve equality outcomes for Devon's residents
- To improve awareness, sensitivity and understanding of equality issues throughout the DSP membership.
- To support the development of equality targets and outcomes through the SCS and LAA and to monitor performance
- To be clear about the network of equality organisations in Devon and help the DSP to address any gaps
- To ensure that appropriate and effective participatory and representative mechanisms are in place such that all equality communities are engaged in DSP work
- To promote equality across the community of Devon and to be robust in challenging prejudice and discrimination within the county
- To work with the DSP Resource Hub to improve the quality and availability of the evidence and research base for equality

**2. Evidence Base**

It is not possible to set out the full evidence base for this cross-cutting theme due to its complexity. In agreeing the Sustainable Community Strategy (SCS) and Local Area Agreement (LAA) work was commissioned by the Equality Strategy and Scrutiny Group (ESSG) to help to identify equality considerations

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<sup>1</sup> Devon Sustainable Community Strategy 2008-18

<sup>2</sup> Devon Sustainable Community Strategy 2008-18

and all LAA theme leads were provided with an analysis of key issues and commentary on their proposals<sup>3</sup>.

Drawing on a range of national and local research, legislation and policy, ESSG identified a series of equality outcomes that were negotiated as part of the final LAA or incorporated into other work programmes outside the LAA.<sup>4</sup>

In fulfilling that responsibility ESSG also identified gaps in knowledge or analysis and the delivery plan includes action to address these.

### **3. Delivery Strategy**

- 3.1 Ensuring that Equality Impact and Needs Assessments (EINA) are undertaken to a high standard in relation to all aspects of the work of the DSP, especially in relation to LAA work streams
- 3.2 Scrutinising the delivery of actions identified through EINAs
- 3.3 Developing the evidence base and ensuring that it is accessible
- 3.4 Identifying emerging issues (including at a regional and national level) and bringing them to the attention of the DSP Delivery and Partnership Boards and offering expert advice on other aspects of work that are delivered through the partnership
- 3.5 Supporting the development of participatory and representational approaches relating to all “equality strands”, including the development of links with local mechanisms that support District LSPs

### **4. Target groups and methodology**

The plan addresses the needs of all equality strands: age, gender, trans-gender, sexual orientation, disability, race/ethnicity, religion/belief, together with inequality arising from socio-economic disadvantage and human rights.

The methodology for each of the elements set out at section 3 above is as follows:

4.1 & 2 ESSG will apply the **EINA** process in the form agreed for use by the DSP and the LAA Theme Leads. Each LAA Theme Lead is responsible for ensuring that an assessment is made of potential or actual equality issues arising from all programmes within their theme. It is recognised that some aspects will have more significant positive and negative equality impacts the leads will therefore prioritise their EINA work. Their assessment will be

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<sup>3</sup> Priority Outcomes to be achieved by the Devon Sustainable Community Strategy and Local Area Agreements: A report of the views of the Equality Strategy Scrutiny Group (January 2008)

<sup>4</sup> PRIORITY OUTCOMES: 09/05/08

supported and evaluated by ESSG and help offered to prepare and act upon EINAs.

By the end of June 2009 it is expected that a timetable for EINA's will have been refined building on the first annual review of the LAA.

ESSG can be involved in a number of ways:

- i) Helping to think through the equality issues that may arise from workstreams prior to completion of the EINA – *early screening*
- ii) Supporting EINA *preparation* including assisting with consultation –
- iii) Reviewing completed EINA's – *evaluation of EINA quality*
- iv) *Monitoring action plans*

**4.3 Evidence Base:** This will be developed in a number of ways:

- i) building a research and policy library resource through the “Open Hearts Open Minds”<sup>5</sup> e-learning resource, drawing on national and local resources
- ii) working with the DCC Strategic Intelligence Unit and DSP Resource Hub to build the equality profile of Devon, building on the Place Survey and other data.
- iii) consideration of specific equality – related questions to shape future resident surveys.
- iv) exploring and assessing, the evidence base that LAA leads have used to identify equality issues through their EINA process.

4.4 Maintaining a watching brief on **local, regional and national developments** and alerting the DSP as appropriate. This may include developing a relationship to the Equality and Human Rights Commission.

4.5 ESSG will help to **develop participatory** processes through its own networks and by partnership working with other DSP theme partnerships.

## **5. Delivery Partnership**

5.1 ESSG is a specialist group that will work across the DSP. It derives its authority from the Partnership Board and will be accountable to it and to the Delivery Board, each of which will have a representative who sits on ESSG.

5.2 ESSG will also have a representative on the LAA Co-Ordinators Group.

5.3 The Devon Equality Partnership (DEP), a network of public sector equality officers and other partners is constituted as a sub group of ESSG.

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<sup>5</sup> [www.openheartsopenminds.org.uk](http://www.openheartsopenminds.org.uk) – a DSP e-learning inclusion and equality resource

5.4 ESSG will also establish a formal relationship with each of the equality groups established by LSPs across Devon.

5.5 GOSW has established an ad hoc regional "Sounding Board", designed to improve the performance of LAAs in relation to equality and ESSG will provide a representative to that body.

5.6 Administrative and officer support will be provided by Devon County Council but discussions about the development of the DSP Hub will need to include consideration of whether dedicated resources can be released to provide both this support and the wider activities set out in section 4 above.

5.7 Contact will also be made with other networks and the group will establish appropriate means to disseminate information and learning. The Open Hearts Open Minds website provides a valuable tool for the latter but a range of discussion papers, seminars or other events will be developed as needed.

#### 5.8. Membership of ESSG

Member	Equality Strand
Senior Council	Older Age
Devon Racial Equality Council	BME
Devon Fawcett Society	Gender
The Intercom Trust	LGBT
Devon Faiths Forum	Religion and belief
Living Options Devon (linked to Fusion)	Physical, sensory & learning disability and mental health
Nominated reps plus various engagement mechanisms	Children and Young People
Devon County Council	All
Police	All
Devon PCT	All
GOSW	All
Devon Equality Partnership	All
Strategic Health Authority	To be confirmed
EHRC	To be confirmed

#### 6. Delivery Programme:

- 2008/09
- Support development of the new LAA
  - Provide evidence and commentary on equality issues arising from the LAA
  - Revise terms of reference and membership of ESSG
  - Agree mechanism for evolving the EINA process
  - Meet with LAA theme and programme leads and offer critique and support
  - Consider EINAs as they are prepared
  - Build a work programme to support that activity

- 2009/10
- Assess the status and quality of the DSP EINA work by July 2009
  - Support Theme Leads to complete their prioritised EINA programme
  - Advise on EINAs as they are prepared
  - Develop a summary of equality actions to be undertaken as a result of completed EINAs and monitor their implementation
  - Build the equality resource library through Open Hearts Open Minds
  - Establish working links with District LSP equality partnerships and other key partnerships or organisations
  - Develop participatory mechanism with young people
  - Support and advise the development of the DSP Resource Hub.
- 2010/11
- Continue to support EINA's
  - Identify issues for consideration by the new LAA (2011-2014)
  - Support EINA of new LAA

## 7. Resources

Support is needed as follows:

Activity	2009/10	2010/11
Support to enable third sector members to prepare for, to attend and to undertake short actions arising from ESSG meetings	£5,000	£5,000
Commissioning budget to pay for specific pieces of work (e.g. , helping LAA leads with EINAs, developing the evidence base etc).	£3,000	£5,000
Support for Open Hearts Open Minds*	£0	£16,000
<b>Total</b>	<b>£8,000</b>	<b>£26,000</b>

\* NB Discussions are taking place both locally and at a regional level re: this resource and costs are provisional. Previously funded by DEFRA social inclusion, and in 09/10 by Transform in North Devon and Devon County Council decisions will be needed about the future shape and management of this important resource by March 2010.

## 8. Indicators

All national and local indicators may be relevant and should be examined through the EINA process

## 9. Measurement considerations

To be agreed with LAA leads

**10. What are the risks associated with delivery of the target improvement?**

Risk	Likelihood	Mitigation
Terms of Reference and delivery plan not accepted by DSP	Low	Discussion with Chairs of DSP Boards before presentation
LAA Leads do not engage with the EINA process	Low	Regular discussion at LAA Co-Ordinators meeting
EINAs are not of high quality	Low/Medium	Training and support for LAA leads
ESSG meetings not supported by its members or do not work well as a group.	Low	Ensure meetings are organised appropriately and that members are assisted as necessary to participate
ESSG work programme not delivered	Low/Medium	Ensure capacity of officer support and build expectations of other key partners realistically
ESSG relates poorly to networks and fails to be participative	Low/Medium	All ESSG members enable effectiveness
Resources not available to support the delivery programme due to financial pressures	Low/Medium	Discussion with DSP Boards and Resource Hub

Prepared by Ian Hobbs 26<sup>th</sup> April 2009