

Equality Impact Assessment (EIA)

Derby Local Area Agreement

Equality impact, needs and requirements assessment form

Please use this form to record your findings, proposed actions, equality objectives and targets. Use the guidance notes to help you do the assessment or contact the Equality Standard Project Manager if you need some advice

About the policy, practice, service or function you are assessing

Name of policy, practice, service or function: Derby Local Area Agreement

Assessment team leader name: Clare Labram

Date of assessment: January 2008

Department responsible: Derby City Partnership

Service Area: N/A

Other members of assessment team:

Name	Position	Area of expertise	Comments
Clare Labram	Co-ordination Manager	LAA & Governance	Relevant and appropriate employee
Sarah Banks	Co-ordinator	Performance monitoring	Relevant and appropriate employee
Ann Webster	Equality Standard Project Manager	Equalities	Relevant and appropriate employee
Toni Montinaro	Manager – Derbyshire Friend	Equalities	Critical friend
Dawn Makwan	Chief Executive Derby Womens Centre	Equalities	Critical friend
Stephen Greasley	Chair Derby Forum of Faiths	Equalities	Critical friend
Amo Raju	Chief Exec. - Disability Direct	Equalities	Critical friend
Marie Beard	Racial Harassment Officer Derby Racial Equalities Council	Equalities	Critical friend

Question	Response/ findings
<p>What are the main aims and objectives or purpose of the agreement that you are assessing?</p>	<p>The purpose of the 2008 - 2011 Local Area Agreement for Derby is to further develop ways of working together in partnership to improve outcomes for residents of Derby.</p> <p>The LAA for Derby contains 35 indicators selected at the local level and agreed by Government Office East Midlands. The 35 have been selected from the possible 198 indicators set at national level and reflect priorities for Derby over the next 3 years</p> <p>The LAA also includes 16 mandatory indicators selected by central government for Children and Young peoples' services.</p>

<p>Who implements, carries out or delivers the agreement? Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements</p>	<p>Derby City Council is the Accountable Body for Derby's LAA. The LAA is owned by all members of Derby City Partnership.</p> <p>The LAA will be implemented by all member organisations through the framework of the LAA steering group, the five DCP cities and their respective sub-groups:</p> <ul style="list-style-type: none"> • DCP Board • DCP Management Group • City Growth • Cultural City • City for Children and Young People • Healthy City • City for Safer and Stronger Communities <p>Each DCP City is made up of representatives from the public, private and voluntary and community sectors.</p> <p>Each City will have a delivery plan designed to achieve the outcome the indicators represent for Derby. The delivery plan will also identify which of the DCP City sub-groups and partner organisations are responsible for the achievement and reporting of the indicators.</p> <p>Derby City Council as the Local Authority is the Accountable Body for the LAA and has overall responsibility for the 35 selected and 16 mandatory indicators</p> <p>Implementation of the LAA will be supported by a commissioning framework and detailed governance arrangements, which are yet to be finalised.</p> <p>Day to day management of the LAA will be by the DCP Centre and Derby City Council's Change Management and Performance</p>
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	Team.
Question	Response/ findings
Who is affected by the agreement, or by how it is delivered? Such as, who are the external and internal customers, groups, or communities?	All residents, businesses and people visiting Derby could be affected by the actions of the LAA. Public, private and voluntary sector organisations will also be affected by the changes to working practices the LAA presents. The LAA will have an impact upon many people because of the possible changes to the way services are delivered and the resulting shift of resources.
What outcomes do we want to achieve, why and for whom? For example, what do you want to be providing, how well, what changes or improvements, and what should the benefits be for customers, groups or communities?	We want the LAA, through improved partnership working, to deliver more effective services and facilities that benefit all Derby residents and organisations.
Question	Response/ findings

What future inspections of the agreement will there be? For example, Best Value Inspections, policy reviews, research into the effects of a policy or practice.

What did they tell you?

Review 1: Achievement against the delivery of the indicators will be monitored on a quarterly basis through quarterly performance monitoring reports produced by the Performance Eye management system. The reports will be presented to the LAA Steering Group, DCP Management Group and DCP Board after the City Executives and their sub-groups have reviewed performance.

All papers and reports of DCP meetings are available on the DCP website. DCP Board meetings are open to the public as observers.

Review 2:

The LAA 'Refresh' in Autumn 2008 with Government Office. This is to be as light touch as possible following final agreement of the 2008 – 2011 indicators in June 2008. Focus will be on robustness of delivery arrangements and final agreement of baseline information in line with first draft of Derby's Sustainable Community Strategy.

Review 3:Local reviews:

The LAA, governance Arrangements and commissioning framework will be reviewed annually by DCP. The indicators have been selected according to the priorities for Derby and were derived from extensive consultation exercises involving partners, key stakeholders and residents. They were also agreed based on current performance and strategic issues for Derby.

Review 4:

From 2009 the **Comprehensive Area Assessment** is to provide judgement on delivery and risks – drawing on local self assessments which will be conducted in line with the governance arrangements and reviews of the indicators.

	Review 5: Each year, Government Office will hold an Annual Review which will draw upon the CAA findings.
Identifying potential equality issues and factors	
Question	Response/ findings
What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring	<p>The evidence base for the selection of the indicators has been drawn from a range of data used by partners and central government. This has formed the basis for the negotiations to agree the final list of priorities. The priorities are based on residents' needs and wishes as well as current performance data.</p> <p>The 35 indicators were reviewed at a series of open forum events where discussions with stakeholders have helped shape the final LAA for submission to government.</p> <p>The intention of the LAA is to improve service delivery and especially to impact upon those areas of service where the gap is wide between some neighbourhoods or particular groups and the city average.</p>
Question	Response/ findings
Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups? For example, who uses the service, who doesn't and why not?	<p>New LAA – no evidence to date.</p> <p>It is intended that the impact of the 35 indicators will be on all residents and will impact significantly on deprived communities and vulnerable groups.</p>

Have there been any important demographic changes or trends locally? For example is the population changing, and if so, how and what might that mean for the service or function?	There is an increase in the diversity of communities in Derby since the last census of 2001. The LAA contains indicators which have been specifically selected to reflect the changes in the demographic population of Derby and the need for services and provision to be reviewed to meet the needs of a range of communities – for example indicator NI 13 – Migrants English language skills and knowledge. There is also an increase in the number of older people living in Derby, as across the country, and the LAA also reflects their needs.
Question	Response/ findings
Is there an indication that any of the policies or practices involved with the agreement creates particular problems or difficulties for any groups of customers or communities?	New LAA - no evidence to date.
What information or data exists? For example, statistics, customer feedback, complaints, research, monitoring – who keeps it and can you get hold of it?	New LAA – no information to date.
Question	Response/ findings
Does any equality or diversity objectives already exist? If so, what are they and what is current performance like against them?	Derby City Council has an Equalities and Diversity Policy which is implemented through the Equality and Diversity Action Plan. DCC as the Accountable Body for the LAA will be responsible for the LAA to operate in line with the DCC Equalities and Diversity Policy.
Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?	New LAA – no evidence to date. The LAA is designed to have a positive impact upon all groups of the community as it is aimed at improved services, especially for the benefit of many disadvantaged residents of Derby, and to improve their general quality of life.

Collecting the information and data about how the agreement impacts on communities

Please record your information and data in this table and think about:

what information or data you will need
 using both quantitative and qualitative data
 making sure that where possible there is information that allows all perspectives to be considered
 identifying any gaps in the information/ data and what it can tell you

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all six equality strands where you can	Gaps in information
Customer feedback and complaints	New LAA – no information to date	New LAA – no information to date.	New LAA – no information to date.	New LAA – no information to date.
Consultation and community involvement	On-going	LAA consultation forums, neighbourhood forums, DCP groups, partner consultation on their key strategies that inform the LAA.	There is no evidence the views of those consulted significantly varies from the LAA Steering Group's submission to Government Office	<i>Equalities information of groups not fully recorded.</i>
Performance information including Best Value	In the future, quarterly monitoring of the LAA	Information will be collected and reported through Performance Eye	New LAA – no information to date.	New LAA – no information to date.

Take up and usage data – citizen access to documentation	<p>New LAA – no information to date.</p> <p>Previous requests for copies of documents and reports and access to website to date all fulfilled.</p> <p>In future, achievements and progress will be included in range of information and communications in line with DCC and DCP communications plans <i>DCC Communication plans are to be equality impact assessed.</i></p>	Held locally	New LAA – no information to date.	New LAA – no information to date.
Take up and usage of data – Partner usage of the commissioning and governance framework	New LAA – no information to date.	Held locally	New LAA – no information to date.	New LAA – no information to date.
Comparative information or data where no local information	New LAA – no information to date.	New LAA – no information to date.	New LAA – no information to date.	New LAA – no information to date.

Census, national or regional statistics	Census data is available every ten years. Mid year estimates are published each year	Published by Office of National Statistics Held at DCC by Change Management and Performance Unit.	There have been changes in Derby's population since 2001. In 2007 there has also been a new methodology introduced which estimates the annual number of international migrants.	The mid-year estimates do not present a detailed breakdown of Derby's population profile. Census data does not record sexual orientation and disability, only limiting illness.
Access audits or assessments such as DDA assessments	New LAA – no information to date.	New LAA – no information to date.	New LAA – no information to date.	New LAA – no information to date.
Partnership profile	Quarterly update of DCP members by DCP Centre	Register of partners held by DCP Centre	Broad range of partners involved across DCP groups from the public, private and voluntary sector.	Detail breakdown of faith and sexual orientation information not collected
Where service delivered under procurement arrangements – workforce profile for deliverers	New LAA – no information to date.	New LAA – no information to date.	New LAA – no information to date.	New LAA – no information to date.

Monitoring and scrutiny outcomes	Monitoring quarterly through Performance Eye.	DCC Performance team	Overview and Scrutiny to comment on results on outcomes after DCP groups have performance managed the information. <i>Equalities Impact Assessments on outcomes will form basis of reports to DCC equalities groups</i>	New LAA – no information to date.
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Analysing the information and data and setting equality objectives and targets

Please give your detailed findings in this table

Service or function	Policy or practice	Findings	Which groups are affected and how	Whose needs are not being met and how?
The Local Area Agreement for Derby	Dissemination of performance monitoring information of the new LAA 2008 -11	New LAA - no evidence to date	New LAA - no evidence to date	New LAA - no evidence to date
	Impact upon communities	New LAA - no evidence to date	New LAA - no evidence to date	New LAA - no evidence to date
	Commissioning and Governance framework	New LAA - no evidence to date	New LAA - no evidence to date	New LAA - no evidence to date

Objectives - process, impact or outcome based

Please give your proposed objectives/ targets in this table

Objective/Target:	Quarterly performance reporting
Specific	Quarterly performance monitoring reports to be made available following DCP board meetings.
Measurable	Performance monitoring reports to be made available through DCP e-bulletin and website, hard copy, information to be made available as soon as possible following the quarterly meetings of DCP board. Information to be made available of any updates to the LAA including the annual refresh. Information may also be included at appropriate information events and newsletters.
Achievable	Action to be integrated into quarterly performance monitoring frame work
Relevant	Allows for the performance monitoring information of the new LAA to be available for review and comment on a regular basis by partners and communities.
Timed	Action to be completed after of the end of each quarter until March 2011

Objective/Target:	Submit a report of the performance of the LAA 2008-11 to all DCC diversity forums and equalities impact assessment review group for input into the rewrite of the LAA in March 2011 to reflect the impact upon communities
Specific	Submit to each equality forum by October 2010
Measurable	Comments from each forum to be integrated into the rewrite
Achievable	Action to be integrated into the new LAA 2011 - 2014
Relevant	Allows the views of different groups to be integrated into the drafting of the LAA and highlights any potential barriers relating to understanding or accessibility
Timed	Action to be completed before the LAA refresh 2011

Objective/Target:	Effectiveness of Commissioning and Governance Arrangements
Specific	Equalities considerations integrated into commissioning and governance arrangements
Measurable	Open and transparent process for commissioning LAA activities and governance of delivery to be reviewed annually
Achievable	Review of arrangements will identify any possible barriers to design of services or new opportunities in service provision.
Relevant	To make sure commissioning and governance framework is open and transparent

Timed	Action to be completed every year following the LAA annual review.
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Monitoring and reviewing - incorporating into performance management

Please summarise your objectives and targets in this table with your proposed monitoring and reporting arrangements

Objective	Planned action	Target performance			Responsible lead officer	Reporting cycle, for example, quarterly
		2008/9	2009/10	2010/11		
Quarterly Performance reporting		To follow quarter end	To follow quarter end	To follow quarter end	Clare Labram Sarah Banks	Quarterly

Objective	Planned action	Target performance			Responsible lead officer	Reporting cycle, for example, quarterly
		2008/9	2009/10	2010/11		
Submit a report of the performance of the LAA 2008-11 to all diversity forums for input into the rewrite of the LAA in March 2011 to reflect the impact upon communities		N/A	N/A	By Oct 2010	Clare Labram Sarah Banks	To provide report detailing 2008/9 and 2009/10 and Q1,Q2 of 2010/11 performance

Objective	Planned action	Target performance			Responsible lead officer	Reporting cycle, for example, quarterly
		2008/9	2009/10	2010/11		
Effectiveness of Commissioning and Governance Arrangements		Annually	Annually	By Oct 2010	Clare Labram Sarah Banks	Annually with review of new LAA for March 2011