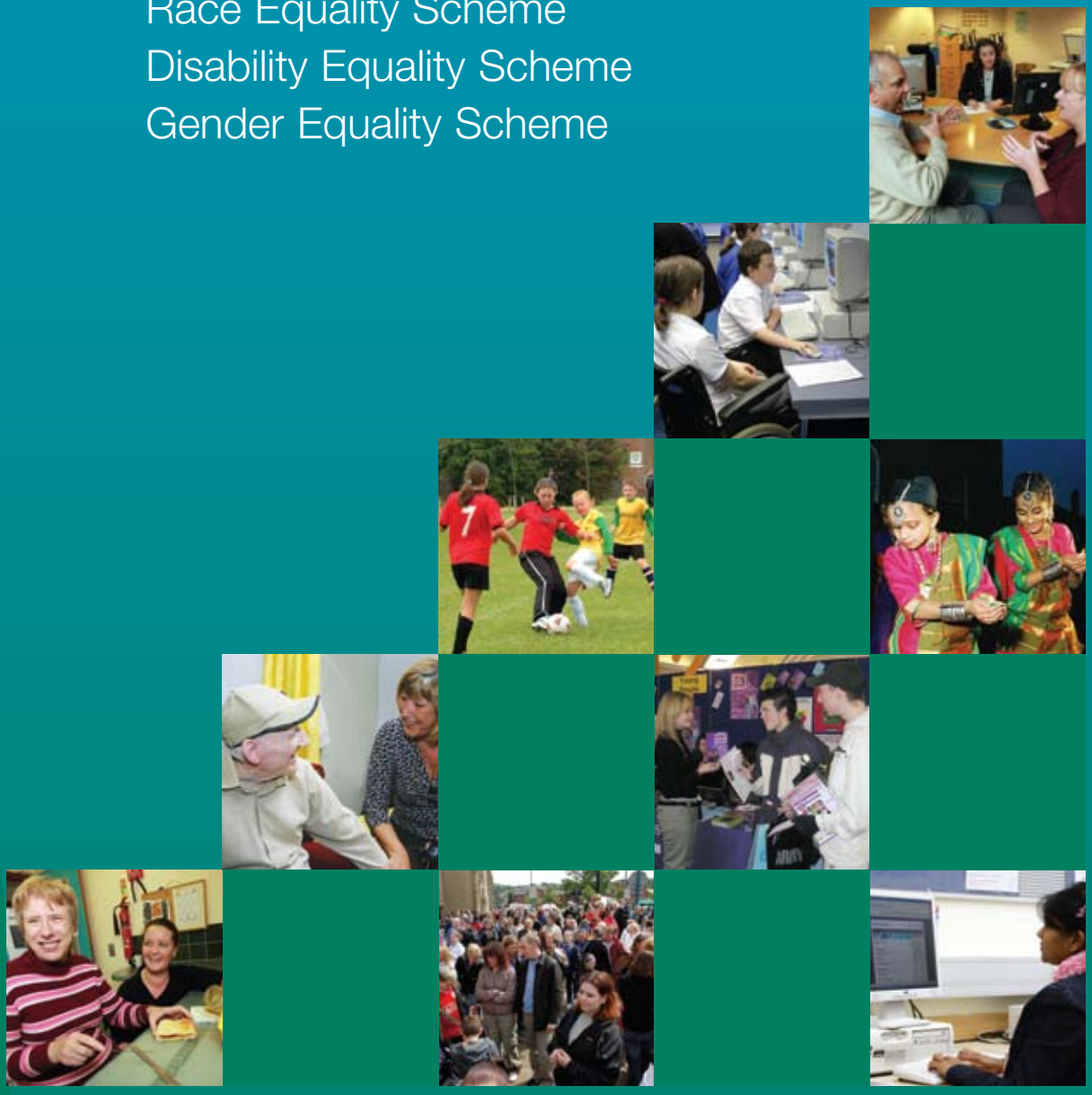
Tameside Metropolitan Borough Council Corporate Equality Scheme

2008-2011

Incorporating:
Race Equality Scheme
Disability Equality Scheme
Gender Equality Scheme



Tameside Metropolitan Borough
"An excellent council"

The Corporate Equality Scheme 2008-2011

Introduction

This is the fifth corporate equality document to be produced by Tameside Council. For the first time in 2008 this document incorporates not only Tameside Council's Race Equality Scheme, but also its Disability and Gender Equality Schemes. This document has been deigned to ensure that the authority has a consistent approach to all areas of equality and diversity. The Corporate Equality Scheme continues to act as the action plan for Tameside Council's Equal Opportunities Policy. The following statement summarises the overall aim of the Equal Opportunities Policy:

'Tameside Council exists to maximise the well being of the people of the Borough and in pursuing this aim it will strive for a just and inclusive society which offers equality of opportunity for everyone'

The main purpose of the Corporate Equality Scheme is to establish a range of equality actions that help to ensure that Tameside Council meets and, wherever reasonable, exceeds the needs and expectations of all of its residents.

The Council determines these actions by consulting the community, partners and other stakeholders, reviewing the actions it has set previously and developing those that need to be achieved in the future in order to improve. These actions are set to take place over a period of three years with progress updated annually.

Promoting Equality for Everyone in the Borough

Tameside council and its partners aim to create a supportive community where everyone has similar life opportunities, and ensure that the needs of different people within the community are taken into consideration in providing services. Our approach to equality reflects the overarching aim of our Community Strategy to reduce inequality: at Tameside equality is about equality for everyone not just groups covered by specific legislation. In everything we do we are trying to narrow the gap between the experience of different groups within our community.

The Corporate Equality Scheme, like the Equal Opportunities Policy, is intended to promote equality of opportunity for everyone in the Borough of Tameside. There are some groups of people the Scheme is particularly aimed at supporting. These are groups of people who, often in the minority in society, tend to bear the brunt of discrimination in society and who may be marginalised or unintentionally excluded from activities or services through no fault of their own. They might include:

- People of any Race or Ethnicity
- People of any Gender
- People who are Disabled
- People of any Sexual Orientation
- People of any Religion or Belief
- People of any Age

Legislation exists for each of the above equalities groups in order to provide protection from discrimination and promote equality of opportunity. Continuing to introduce and amend such legislation is part of the current Government's commitment.
We hope that you find his plan a useful and informative guide.

Cllr. M. Oldham

Cllr. M. Sidebottom

The Structure of the Corporate Equality Scheme

The main purpose of the Corporate Equality Scheme is to help the Council meet the needs of the people it serves more effectively, both as an employer and a service provider in delivering the authority's Equal Opportunities Policy. The Scheme also outlines actions the authority must take to help ensure it meets the requirements of legislation. The action plans contained within the scheme set out a series of activities that are linked to the broader priorities set out in the authority's Community Strategy.

In addition the Corporate Equality Scheme sets out the overarching framework that the council uses to approach all of its work towards achieving equality and diversity.

To help distinguish between the different parts of the Scheme the document is split into nine distinct sections:

Part 1: Meeting Legislative and Regulatory Requirements

Part 2: Delivering Equality and Diversity within the vision for the Local Community

Part 3: Engaging and Consulting with the Community

Part 4: The Performance Management of Equality and Diversity

Part 5: Cross-cutting Equality Action Plan

Part 6: Race Equality Action Plan

Part 7: Disability Equality Action Plan

Part 8: Gender Equality Action Plan

Part 9: Programme of Equality Impact Assessments

If you require a copy of this document in an alternative format please contact Tameside Council's Policy Unit on 0161 342 3711 or email: policy.unit@tameside.gov.uk

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Part 1: Meeting Legislative and Regulatory Requirements

Since the introduction of the Race Relations (Amendment) Act 2000 a significant amount of equality legislation has been introduced to help promote equality of opportunity, remove discrimination, and eliminate the disadvantage experienced by people from different equality groups. The following section outlines key elements of the legislation that governs our approach to equality and diversity. Although this section is by no means exhaustive it outlines the key duties and responsibilities of local authorities such as Tameside Council in meeting the needs of the community within the Borough of Tameside.

1.1 The Race Relations (Amendment) Act 2000

To help put the RES into context, and to serve as a reminder about what Race Relations legislation is trying to achieve, the following paragraphs summarise the key elements of the Acts.

The Race Relations Act is not a new piece of legislation; in fact, the original Act came into force in 1976 and made it unlawful for most public, private and voluntary organisations to discriminate on racial grounds in areas such as employment, education, housing, and the provision of goods, facilities and services.

The Amendment to the Act was prompted by the Stephen Lawrence Inquiry Report, which identified the problem of institutional racism. This is where an organisation, sometimes unwittingly, discriminates against certain ethnic groups resulting in a range of negative consequences.

The Race Relations Amendment Act 2000 or RR(A)A was introduced to overcome the problem of institutional racism and discrimination by obliging public bodies to systematically and comprehensively consider the effects of their work on race equality in the form of a Race Equality Scheme. The Act also takes the 1976 legislation further by placing a 'positive duty' on many public authorities to:

- Eliminate unlawful racial discrimination
- Promote equal opportunities
- Promote good relations between people from different racial groups

These three requirements are known as the 'general duty to promote race equality'.

In addition, the Act defines a series of 'specific duties'. These are in relation to policy-making, service delivery and employment and also include the need to produce a Race Equality Scheme in many cases. The specific duties are not a separate set of duties but a kind of formula for achieving the general duty.

1.1.1 The Race Equality Scheme

The Council is obliged to produce a Race Equality Scheme (RES) under the Race Relations Amendment Act 2000. The Scheme is essentially a strategy and action plan that sets out how the authority concerned will respond to its obligations under the Act and which summarises the authority's approach to race equality.

The first full Scheme was produced in May 2002 and must be reviewed every three years, which includes an assessment of the Council's functions and policies for 'relevance'. This simply means that the Council must make a sound and systematic judgement about the extent to which each of its services or policies has an effect on race equality. Services are ranked as having positive, negative or neutral impact on race equality. This process has been completed for the review of the RES in 2005 and the complete list of judgements can be found at Appendix C.

Following the recommendation from the Commission for Racial Equality (CRE), a national body that has powers to monitor and enforce the so-called 'specific' duties of the Act, the council produces an annual update of progress against the action plan.

The first RES and subsequent updates are available on the council's website at: http://www.tameside.gov.uk/tmbc5/race_equal.htm

1.2 The Disability Discrimination Act 1995 and 2005

The content of the Disability Equality Scheme is governed by the Disability Discrimination Act (DDA) 2005, which imposes a number of statutory duties on public authorities such as Tameside Council.

The DDA 2005 extends the 1995 Act to include an active duty to promote disability equality. Under the duty public authorities are required to have due regard to the need to:

- Promote equality of opportunity between disabled people and others
- Eliminate unlawful discrimination
- Eliminate harassment of disabled people that is related to their disability
- Promote positive attitudes towards disabled people, even where that involves treating disabled people more favourably than others.

The new legislation also covers 'hidden' disabilities such as HIV, Multiple Sclerosis and Cancer from the point of diagnosis. This means that individuals with these conditions are protected against discrimination before symptoms become apparent, as well as after.

'Due regard' means that the Council must make changes to its policies and services according to how relevant that policy or service is to disabled people: it is more important that issues are addressed for a service or policy that has a significant impact on disabled people. To meet its duties under the DDA 2005 the Council must consider in detail any adjustments that need to be made to policies and services, even if that means treating disabled people more favourably than others.

1.2.1 The Disability Equality Scheme

All councils are required to produce a Disability Equality Scheme under the Disability Discrimination Act 2005. The Scheme should take the form of a Strategy and Action Plan that sets out how the authority will respond to its obligations under the Act and which summarises the authority's approach towards disability equality.

The intent of the Disability Equality Scheme is to set out Tameside Council's approach to planning and delivering disability equality, and to evaluating progress towards the objectives set out in the Disability Equality Scheme Action Plan.

The scheme contains the following elements:

- Details of how local disabled people have been involved with its development.
- Details of how the Council intends to measure the impact of the Council's policies and practices on equality for disabled people.
- The steps that the Council intends to take to meet the obligations under the DDA 1995 and 2005.
- Details of the arrangements made for collecting data on the effect of the Council's policies and practices on disabled persons with particular reference to:
  - Their effect on the recruitment, development and retention of disabled employees
  - Their effect on the educational opportunities available to, and achievements of, disabled pupils and students
  - The extent to which services provided take account of the needs of disabled people
- The arrangements for:
  - A review on a regular basis
  - Preparation of subsequent Disability Equality Schemes

The core of the Scheme is the Disability Equality Scheme Action Plan, which sets out the Council's priority actions relating to disability equality. The Action Plan shows how we intend to:

- Identify the barriers faced by disabled people
- Take steps to remove barriers faced by disabled people
- Tell people what our responsibilities are, both as an employer and as a provider of services
- Provide information about our arrangements for involvement of disabled people, service assessments and training
- Work in partnership with other organisations to promote disability equality in the wider community
- Meet our legal requirements under the DDA 2005.

1.3 The Equality Act 2006

The Equality Act 2006 has three main purposes:

- To establish the Equality and Human Rights Commission
- To make discrimination unlawful on the grounds of religion or belief and sexual orientation in the provision of goods, facilities and services, the disposal and management of premises, education, and the exercise of public functions
- To create a duty on public authorities to promote equality of opportunity between men and women, and to prohibit gender discrimination in the exercise of public functions

1.3.1 The Gender Equality Scheme

The Equality Act 2006 introduced a new Gender Equality Duty, which came into force across England and Wales in April 2007. Previous gender equality legislation (see section 3) did not include a requirement for service providers to actively promote equality of opportunity between men and women and eliminate discrimination. This is one of the main changes introduced by the Equality Act 2006.

The Gender Equality Duty places more responsibility on service providers to eliminate discrimination and unintended gender bias. A key part of the new Duty is for public authorities - like Councils, hospitals, the Police and transport authorities - to produce a Gender Equality Scheme. The Scheme should consist of a strategy and action plan, which will ensure that the authority works towards achieving equality between men and women in everything that it does.

In preparing the Scheme authorities must consult employees, service users and trade unions and gather information about existing gender-related policy and practice. Taken together this information should provide the basis for the development of the Gender Equality Scheme and help to determine the objectives that should appear in the action plan.

Tameside Council's Gender Equality Scheme sets out how the Council will meet the Gender Equality Duty and summarises a range of actions that will be taken forward over the 2007-10 to promote equality between men and women, both as Council employees and as service users.

A specific focus of the Gender Equality Duty is the need to address the gender pay gap, and what are thought to be the three greatest causes of unequal pay between men and women:

- Pay discrimination
- Caring responsibilities
- Occupational segregation

For this reason, employment issues receive greater emphasis within the Gender Equality Scheme compared with the others.

1.3.2 The Equal Pay Duty

The Equality Act 2006 imposes a specific Equal Pay Duty on public sector employers. This requires such employers to address the current earnings gap between male and female employees. It is believed that this can stem from pay systems that are not equitable, from the caring responsibilities that traditionally have impacted on women, and from occupational segregation i.e. women only being able to find comparatively low paid jobs.

'Pay and Reward' is a specific theme within the Council's 2005-2008 People Strategy. The Strategy recognises that the Council needs pay structures that ensure that employees are paid fairly and that they can be strategic tools for effecting change and improvement. It sets out a number of priority areas for activity, which are briefly summarised below.

The Council is currently carrying out a major Pay & Grading Review that will be implemented during 2008. This process uses analytical factor-based job evaluation to compare the pay of men and women doing work rated as equivalent. A new pay and grading system will eliminate any pay differences that cannot be justified. It is arguable that this will represent the biggest change to pay and grading arrangements since the Council was formed in 1974.

An Equal Pay Audit will be carried out each year after implementation of the new grades to verify that the Council's pay system continues to be free of gender bias.

During 2006 the Council reviewed its previous Flexible Working Policy and introduced a set of revised, more comprehensive and flexible arrangements. The Council believes that flexible working can benefit the employee, the Council and its customers. The new policy will be monitored and reviewed to ensure that it is working effectively.

The combined impact of the Pay and Grading Review and the Flexible Working Policy should impact on occupational segregation. Changes to pay relativities may make some occupations more attractive to men or women. The recruitment monitoring system already in place will be used to assess the impact of the changes and further interventions will be devised as required.

1.3.3 Sexual Orientation and Religion or Belief

Equality Act 2006 - Sexual Orientation

The Employment Equality (Sexual Orientation) Regulations 2003 currently offer protection against discrimination on the grounds of sexual orientation in the workplace.

With the addition of new powers introduced by the Equality Act 2006, it is now unlawful (subject to certain exemptions) to discriminate on the grounds of sexual orientation in the following areas:

- The provision of goods, facilities and services
- The disposal and management of premises
- Education
- The exercise of public functions

Examples of how the proposed regulations work include:

- Service providers cannot arbitrarily withhold services i.e. a same-sex couple cannot be refused the right to register with an accommodation agency on the grounds that the landlord did not wish to let the property to a gay couple. This would be unlawful.
- Private members clubs and associations are still allowed to specify a particular sexual orientation as a membership condition of this is clearly connected to the purpose for which the club was set up, and members would face serious disadvantage if the criterion were changed. This does not apply to any club or association who could not provide valid reasons for including the sexual orientation of prospective members in its membership criterion for example a golf club.
- Charities that provide services specifically to people because of, or according to their sexual orientation are exempt.

Equality Act 2006 - Religion or Belief

The Employment Equality Regulations 2003 currently offer protection against discrimination on the grounds of religion or belief in the workplace.

With the addition of the new powers granted by the Equality Act 2006, it has now become unlawful (subject to certain exemptions) to discriminate on the grounds of religion or belief in the following areas:

- The provision of goods, facilities and services
- The disposal and management of premises
- Education
- The exercise of public functions

Examples of how the proposed regulations work include:

- Service providers cannot arbitrarily withhold services on the grounds of religion or belief i.e. a family could not be refused the right to register with an accommodation agency on the grounds that the landlord does not wish to let the property to a Muslim family. This would be unlawful.
- A hotel or other public venue that hires out conference facilities to the general public is not able to refuse to allow a group to hold a conference on the grounds of the group's religious beliefs.

1.3.4 The Equality and Human Rights Commission

The Equality and Human Rights Commission is a non-departmental public body established under the Equality Act 2006. The Commission replaces the previous regulatory bodies responsible for promoting equality and diversity, which were:

- The Equal Opportunities Commission
- The Commission for Race Equality
- The Disability Rights Commission

The new Commission has the job of working to eliminate discrimination, reduce inequality, protect human rights and to build good relations, ensuring that everyone has a fair chance to participate in society.

The Commission is also responsible for ensuring that public authorities such as Tameside Council abide by equalities legislation and in doing so work towards eliminating discrimination and promoting equality of opportunity. To find out more about the Equality and Human Rights Commission please visit the website at:

http://www.equalityhumanrights.com/en/Pages/default.aspx

Alternately the Commission can be contacted by post or telephone via the contact details below:

For England - Disability

Equality and Human Rights Commission Disability Helpline (England)
FREEPOST MID02164
Stratford upon Avon
CV37 9BR
Telephone: 08457 622 633
Textphone: 08457 622 644
Fax: 08457 778 878

For England - race, age, gender, sexual orientation, religion and belief and human rights

Equality and Human Rights Commission Helpline (England)
Freepost RRLL-GHUX-CTRX
Arndale House
Arndale Centre
Manchester
M4 3EQ
0845 604 6610 - England main number
0845 604 6620 - England textphone
0845 604 6630 - England fax

1.4 The Employment Equality (Age) Regulations 2006

Since 1 October 2006, there has been legal protection against age discrimination. It is no longer lawful to discriminate on grounds of age. These regulations have been introduced because there is a need for age-related employment equality in the same way as we already have equality for sex, race, disability, sexual orientation and religion or belief.

This new law helps ensure that people are no longer denied jobs or harassed because of their age, and in most cases workers of all ages will have an equal chance of training and promotion.

What do the regulations cover?

The regulations apply to all employers, the private and public sector, vocational training providers, trade unions, professional organisations, employer organisations and trustees and managers of occupational pension schemes. They cover employees of any age, and other workers, office holders, partners of firms and others. They cover recruitment, terms and conditions, promotions, transfers, dismissals and training. They do not however cover provision of goods and services. Key elements include:

- Employers must make sure that any redundancy policies do not directly discriminate against older workers. They must not discriminate indirectly by for example selecting only part-time workers for redundancy, when a large number of these may be older workers. The only exceptions are where an age requirement can be objectively justified.
- Employers can only retire employees below 65 where they can show that having a lower retirement age is appropriate and necessary.
- Employees now have a statutory right to request working beyond compulsory retirement, which employers must consider.
- The new regulations remove the upper and lower age limits for the entitlement of statutory redundancy pay. The upper age limit on unfair dismissal claims has also been removed.
- Harassment and victimisation on the grounds of age are also covered by the regulations.
  Charities that provide services specifically to people because of, or according to their sexual orientation are exempt.

1.5 The European Equality Regulations (Sexual Orientation and Religion or Belief) 2003

Currently the key pieces of legislation covering sexuality are the European Employment Equality Regulations for Sexuality and Religion or Belief. These regulations apply only to employment and do not cover wider issues such as provision of goods and services. Legislation currently before parliament makes provision to extend equality duties to cover both sexuality and religion/belief in the provision of goods and services.

1.5.1 Sexual Orientation

Sexual orientation is defined as an orientation towards:

- Persons of the same sex
- Persons of the opposite sex
- Persons of the same sex and of the opposite sex

In other words, it covers heterosexuals, lesbians, gay men and bisexuals. Examples of discrimination include:

- Direct discrimination occurs if A is treated less favourably than B on the grounds of sexuality.
- Indirect discrimination occurs if:
- A applies a provision, criterion or practice which is also applied to other persons and;
- That provision, criterion or practice puts persons of B's sexual orientation, religion, or belief at a particular disadvantage and;
- B is put at that disadvantage and;
- A cannot justify the provision, criterion or practice as a 'proportionate means of achieving a legitimate aim'

1.5.2 Religion or Belief

The Employment Equality Regulations relating to religion or belief apply only to employment and do not cover wider issues such as provision of goods and services.

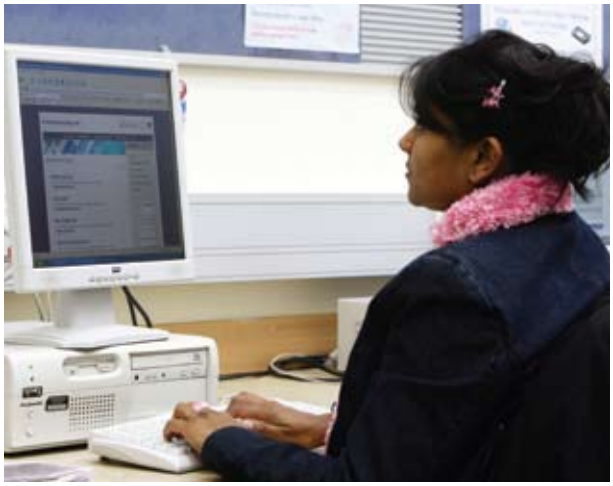
1.5.3 What does it say?

In brief the religion/belief Regulations prohibit discrimination on the grounds of 'any religion, religious belief or similar philosophical belief'. The Department of Trade and Industry (DTI) Explanatory Notes specify that this definition does not include any philosophical or political belief unless it is similar to a religious belief. Guidance provided by ACAS states that courts and tribunals may consider a number of indicators in deciding if something is a religion or belief, such as:

- Collective worship
- A clear belief system
- A profound belief affecting way of life or view of the world

It is important to note that this is not an exhaustive list. Some of the religions or belief systems that fall within the remit of the regulations are listed below:

- Baha'i
- Buddhism
- Christianity
- Hinduism
- Islam
- Jainism
- Rastafarianism
- Sikhism
- Humanism
- Atheism



1.6 The Human Rights Act

The Human Rights Act came into effect in October 2000. The Act enables people in the United Kingdom to take cases about their human rights to a UK court. Previously they had to take complaints about their human rights to the European Court of Human Rights in Strasbourg.

Whilst not a piece of legislation that is aimed primarily at particular groups in society as (i.e. people who are disabled). The Human Rights Act outlines the sixteen basic rights of citizens of the United Kingdom. These rights do not only affect matters of life or death like freedom from torture and killing, they also affect peoples' rights in everyday life. This includes what they can say or do, their benefits, their right to a fair trial and many other similar basic entitlements.

The rights contained within the Human Rights Act are:

- Right to life
- Prohibition of torture
- Prohibition of slavery and forced labour
- Right to liberty and security
- Right to a fair trial
- No punishment without law
- Right to respect for private and family life
- Freedom of thought, conscience and religion
- Freedom of expression
- Freedom of assembly and association
- Right to marry
- Prohibition of discrimination
- Protection of property
- Right to education
- Right to free elections
- Abolition of the death penalty

Public authorities such as Tameside Council have an obligation to treat people in accordance with their Convention rights. When it comes to decision-making the rights of one person have to be balanced against the rights of others or against the needs of the broader community and as a result some rights can be restricted. If rights are restricted, the restriction that is put in place must be no more than is needed to achieve a particular objective. Practically this means that the rights of one person cannot be used to 'trump' the right of the general public to be kept safe from a real risk of serious injury or loss of life. Anyone who feels their rights have been infringed by a public authority can take their complaint to a UK court.

Further information about the Human Rights Act can be found on the Equality and Human Rights Commission website at:

http://www.equalityhumanrights.com/en/Pages/default.aspx

Part 2: Delivering Equality and Diversity within the vision for the Local Community

2.1 The Community Strategy

Tameside's ten-year Community Strategy was developed following large-scale consultation with residents and businesses in 2003. Reducing inequalities is central to Tameside's Community Strategy. Tameside Council recognises that in order to achieve its vision for the local area it is crucial that the needs of different groups within society are effectively addressed through the day-to-day activities of the Council.

The six key priorities for Tameside within the Community Strategy are:

- Supportive Communities
- A Safe Environment
- A Prosperous Society
- A Learning Community
- A Healthy Population
- An Attractive Borough

The Community Strategy aims to reduce inequalities between communities and ensure that no one is disadvantaged.

Consultation with residents questioned as a part of the 2007 Citizens' Panel has confirmed that 93% of Tameside's residents think that these priorities are still right for Tameside. Further research undertaken has shown that people from different equality groups share these priorities.

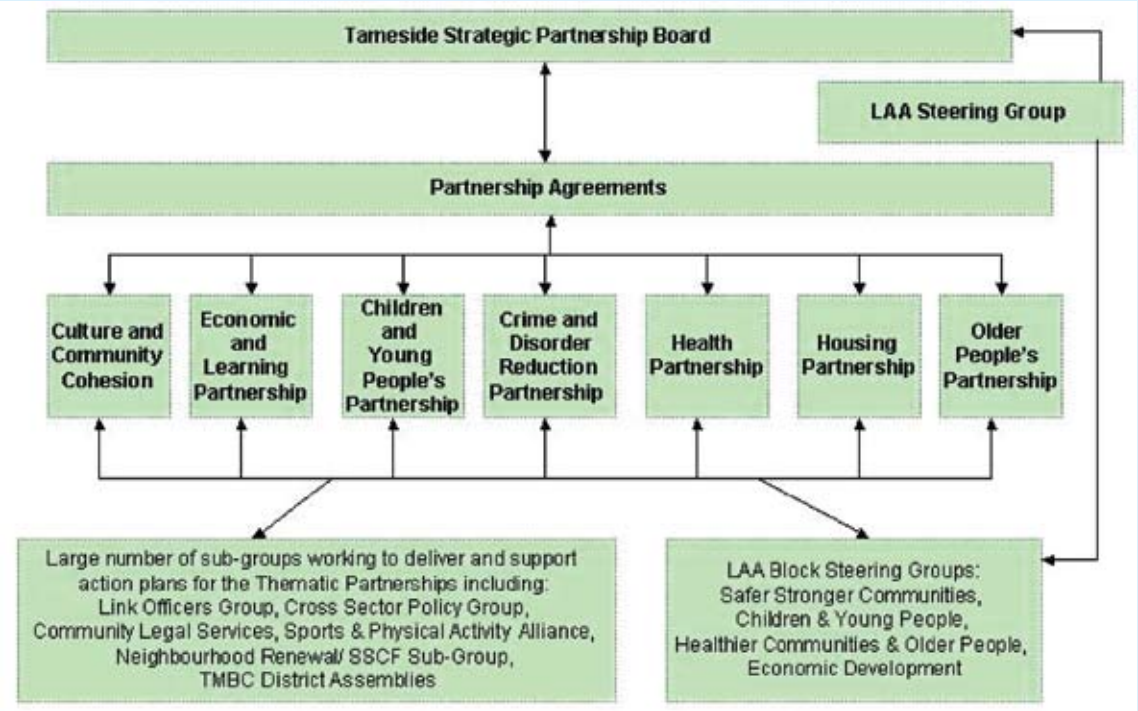
In addition to meeting the requirements of legislation the Corporate Equality Scheme is aimed at helping ensure that as far as reasonably possible these priorities are delivered for all of the different groups and individuals that make up the population of Tameside. Action plans within this document show links to Community Strategy priorities.

Tameside's Community Strategy is available at public libraries and via the Tameside Strategic Partnership website at the following location:

http://www.tameside-strategic-partnership.org.uk/

2.2 Tameside Strategic Partnership

Tameside Strategic Partnership delivers the vision of the Community Strategy. Tameside Strategic Partnership consists of seven thematic partnerships, each of which signs a Partnership Agreement with the TSP Board setting out actions that the thematic partnership is committed to achieve for the next year. The aim of the Community Strategy to reduce inequality in Tameside is reflected in every Partnership Agreement. The diagram below shows how Tameside Strategic Partnership is structured:



In addition to the overarching aim of the partnership to reduce inequalities across the borough Tameside Strategic Partnership has a equality group which meets as necessary to share best practice and work together to ensure the needs of all citizens within Tameside are met. In addition the Strategic Partnership has agreed a joint Statement of Commitment to Equality and Diversity that commits the partnership to working towards promoting equality and diversity.

2.3 The Local Area Agreement

Tameside's Local Area Agreement is an important strategic tool for helping to deliver the Community Strategy Priorities. Around seventy private, public and voluntary/community sector organisations have been directly involved in the development and approval of the Local Area Agreement. Reducing inequality has been identified as essential to achieving outcomes set out in Tameside's Local Area Agreement. In developing each strand of the agreement, each group that forms the agreement has considered equality issues in their needs assessment and in developing specific measures. In addition measures within the Local Area Agreement performance framework that are likely to have an impact on one or more equality group have been identified within an Equality Impact Assessment of the agreement.

Part 3: Engaging and Consulting with the Community

3.1 Commitment to Consultation, Engagement and Participation

It is not enough for a Local Authority such as Tameside Council to simply develop a list of actions to achieve equality for our community based on internal knowledge. In order to ensure that we are meeting the needs of the local community, it is essential that we engage with and consult people within the borough to help ensure that they are able to participate in the development of services and activities that are focused on their needs.

To help ensure that the needs of equality groups within the community have been taken into consideration, at the development of each previous equality plan, engagement and consultation has taken place with relevant stakeholders including, members of the community, voluntary sector representatives, union representatives, employees and senior managers. This helps to ensure that the most appropriate and effective actions are taken within equality action plans.

Priorities have been developed using a variety of methods including:

- The consultation and involvement of different groups within the community (including black and minority ethnic people, men and women, and disabled people)
- The assessment of work already undertaken towards the separate equality schemes
- Examination of the requirements of recent legislation
- Examination of Equality Impact Assessments carried out by Tameside Council
- Analysis of resources available
- Approval and prioritisation of actions within the equality action plans
- Discussion of priorities with partner organisations and voluntary sector representatives
- Discussion with Trades Union representatives regarding priority actions within the scheme

3.2 The Involvement of Tameside's residents

Involving Tameside's residents in the development of priorities and services is an essential part of ensuring that the needs of the community have been addressed by the Council in carrying out its activities. Tameside has a successful history of consulting and engaging with customers and service users to help ensure that services fit the expectations of people within Tameside's community as far as possible. The development of equality and diversity priorities, aims and objectives is no different; every effort is made to ensure that the widest possible range of people possible are involved in the development of equality action plans.

The following activities have already taken place as a part of producing the different equality schemes to ensure that objectives set within the action plans meet the needs of Tameside's community:

- Tameside's Residents' Opinion Survey (2004) follow up focus groups with minority groups
- Tameside's Residents Opinion Survey 2007/08
- Tameside Employee Survey (2004)
- The Really Important Questions Conference Report (2007)
- Involvement of Tameside Strategic Partnership equalities group
- Consultation with men and women in Tameside to determine the key priorities for gender equality
- Consultation with disabled people to determine key priorities for disability equality
- Development of the 'Listen Here' disability conference and network
- Citizens Panel surveys taking place three times each year
- Young Peoples survey
- Additional service based consultation taking place each year to determine needs and objectives within individual Service Areas

3.3 Information Collection and Use

The authority has arrangements in place for collecting data that provide evidence of how well it is meeting its obligations in relation to equality. Regular monitoring, assessment and review of this information enables the Council to identify any barriers that customer or employees may face in relation to equality and diversity and to take appropriate action to ensure that services are delivered in an equitable way.

This includes:

- The monitoring of employment data by service area (e.g. success of job applicants, progression, uptake of training, and termination of contracts)
- Use of a standard monitoring form for customers and employees with consistent wording to record demographic data
- A range of mechanisms to consult people from different equality groups and involve them in the design and delivery of services. This includes service-level consultation such as user forums as well as large Council-wide projects such as the Residents' Opinion Survey
- The results of surveys are analysed by equality groups to identify variations in responses and satisfaction levels
- Feedback from consultation findings is disseminated and incorporated into the Business Plan actions of services
- 'Listen Here' has been established, a disability network and annual conference established to link together a range of existing user groups and forums across Tameside, including those of our partner organisations within Tameside Strategic Partnership
- As a part of the annual business planning process, service functions and policies are assessed for their relevance to equality legislation
- All actions within each Service Unit Business Plans are assessed for relevance to equality and diversity
- Each year services identify policies and functions that require an Equality Impact Assessment as part of the business planning process
- Services carry out regular Equality Impact Assessments to identify, with robust data, how Council functions impact on minority groups. The results of these assessments are published on the Council website
- Equality related performance indicators are in place for Council services and progress is regularly monitored and reported
- Customer complaints are monitored by equality group
- The authority's Customer Relationship Management system collects and analyses data by equality group this information is then used to inform service development

Part 4: The Performance Management of Equality and Diversity

4.1 Overview of Tameside Council

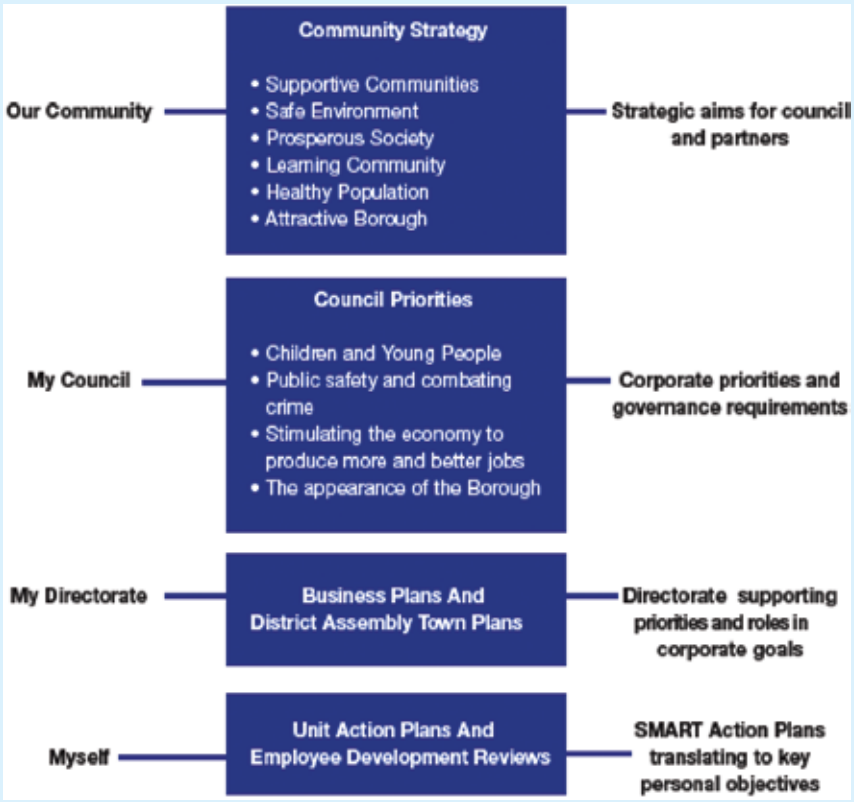
Tameside Council provides services for 214,000 people and 6,000 businesses within nine towns: Ashton-under-Lyne, Audenshaw, Denton, Droylsden, Dukinfield, Hyde, Longdendale, Mossley and Stalybridge.

Having received the highest overall Comprehensive Performance Assessment scores possible from the Audit Commission in 2006 and 2007, Tameside Council has been successful in tackling the challenges facing local government today. We use a range of practical and innovative solutions and have been praised for our ability to deliver results.

The Council's overall vision is to maximise the well-being of people in the borough. Key methods of achieving this vision are to:

- Establish open systems of listening and communicating
- Develop innovative ways of involving the community
- Be flexible and adaptive to the changing needs of the borough
- Work in a co-operative and co-ordinated way to improve the quality of our services
- Provide equality of access to our services
- Develop public confidence in local democracy and the Council

The Council has a Corporate Planning Framework that ensures there is a clear thread between the Community Strategy vision for Tameside, the Council Priorities and Corporate Plan, and the roles of each employee within the authority:



4.2 Leadership and Equality

Equality and diversity at Tameside is driven by strong leadership at a Member level and is the respnsibility of Cabinet Deputy for Co-ordination Services, Councillor Margaret Oldham. Councillor Oldham is supported by the Cabinet Secretery for Lifelong Learning and Co-ordination Services, Councillor Margaret Sidebottom, who monitors equality and diversity work and chairs the Equality Champions group. At an officer level the Assisstant Chief Executive for Policy and Performance is responsible for ensuring that wherever possible the authority continues to meet the needs of its diverse community.

4.3 The Equality Standard for Local Government

Since 2002 Tameside Council has been working towards the Equality Standard for Local Government. The Standard was introduced by the Employers Organisation for Local Government with the intent of mainstreaming equality and diversity into the day-to-day work of Public Authorities. The Standard is currently managed and maintained by the Improvement and Development Agency. For further information about the Standard please take look at the Improvement and Development Agency website at the following location:

http://www.idea.gov.uk/idk/core/page.do?pageId=5145192

The six core categories of the Standard are Disability, Race, Gender, Religion or Belief, Sexual Orientation and Age. Progress towards achieving equality in each of these areas is monitored on an incremental scale consisting of five levels. The five levels break down the process into manageable stages.

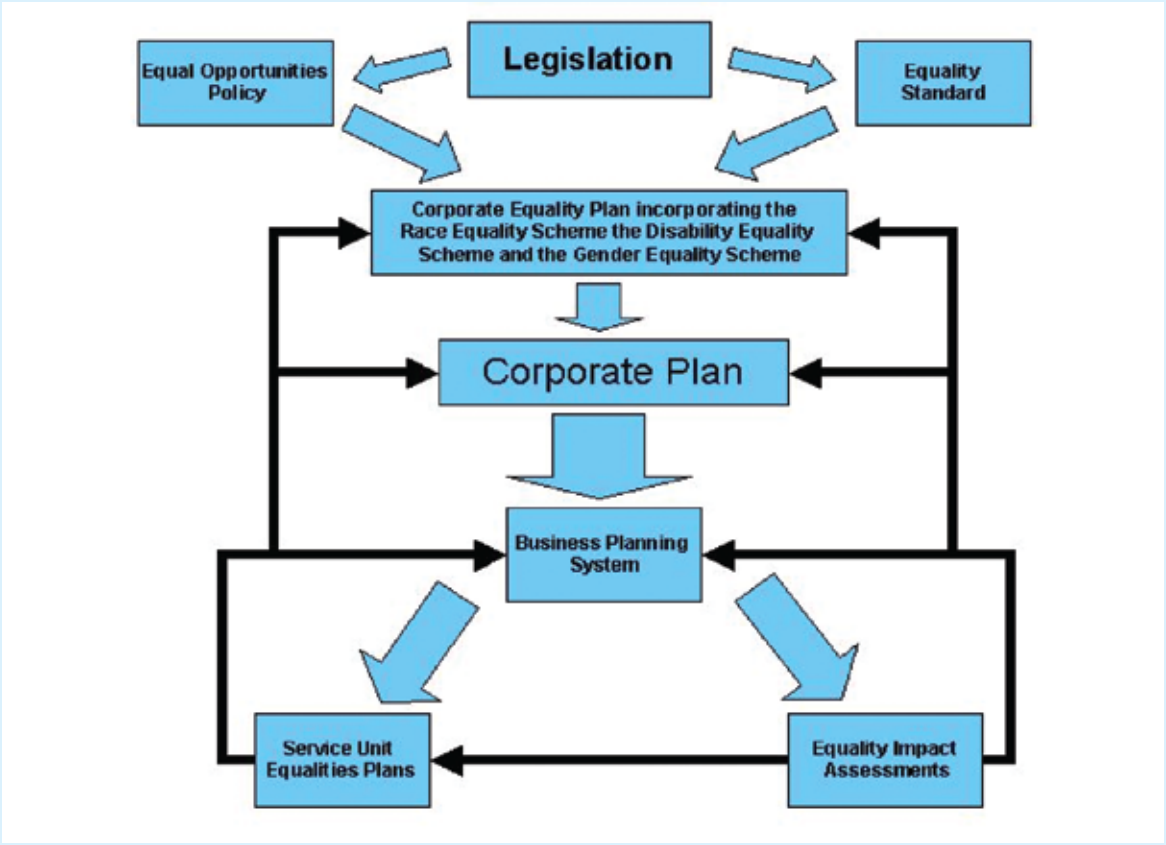
As a result of participating in this process Tameside Council has already made significant progress both towards equality goals and in developing the corporate management of equality and diversity for further information about how Tameside performance manages Equality and Diversity see sections 4.1-4.11.

4.4 Corporate Performance Management of Equality and Diversity

With the Equality Standard at the core, processes have been put in place to ensure that equality and diversity are integral to Tameside's performance management processes. Currently the key documents that determine our approach to the equality and diversity agenda are:

- The Corporate Equality Scheme 2008-2011 containing action plans for meeting:
  - The Race Equality Duty
  - The Disability Equality Duty
  - The Gender Equality Duty
  - The Equality Standard for Local Government
  - The Corporate Plan
  - The Business Planning process

The diagram below shows how the different elements of performance management link in with work taking place to meet the equality and diversity agenda:



As part of the production of the Corporate Equality Scheme and action plans for meeting the equality duties priorities and actions have been drawn up in consultation with Tameside residents. These actions will be integrated into corporate planning via the Corporate Equality Scheme.

4.5 Equality and Business Planning

Working in concert with the Corporate Equality Scheme are the equalities elements of the business planning process. Equality planning has been fully integrated into Tameside's on-line business planning process. Equality and diversity in on-line business planning is split into two main elements:

- Impact Judgements
- The Equalities Summary

4.5.1 Impact Judgements

Each action within the business planning system has an equalities section in which Service Unit Managers carrying out business planning are required to make a judgement of impact. If a judgement is made that the action has an impact on any areas of equality and diversity the following questions are asked:

- Why is this action relevant to equalities?
- How does this action meet the requirements of the equalities legislation?
- How will you monitor progress towards this objective?

4.5.2 The Equalities Summary

The Equalities Summary is designed to give a general assessment of each Service Unit within the Council and includes:

- Equalities assessment of each policy, strategy and function within the Unit
- Breakdown of the workforce profile
- Explanation of workforce characteristics and actions taken to redress imbalances within the workforce (e.g. proportion of disabled employees)
- Record of any scheduled Equality Impact Assessments
- Record of any Equality Impact Assessments carried out over the last 12 months
- Record of any training needs identified and training scheduled to address equality and diversity

4.5.3 How does this help achieve equality?

The business planning system outlined above helps to achieve equality by making equality goals a core part of the organisation's day-to-day activity. Rather than treating equality as a separate, additional role of the organisation we recognise that in order to meet the needs of all our citizens effectively, consideration needs to be given routinely to those most likely to face barriers both as employees and users of council-run services.

4.6 Equality Impact Assessments

Where a specific action is judged to have impact on Equality and Diversity, Service Units are required to carry out Equality Impact Assessments.

Equality Impact Assessments are carried out as set out in the Equality Standard for Local Government covering disability, race, gender, sexuality, religion or belief and age.

Assessments are used to look at whether a particular policy, strategy or function has an impact on equality groups. Assessments of impact have been taking place since 2004 and it is intended that this process will continue, helping to ensure that Tameside Council meets the needs of all its residents.

Tameside Council uses an Equality Impact Assessment toolkit to ensure that assessments are carried out thoroughly and consistently.

Completed Equality Impact Assessments are published on the Council's website at the following location: http://www.tameside.gov.uk/tmbc5/impact.htm

4.7 Monitoring Achievement

Plans for developing information, monitoring, scrutiny and audit systems, which enable the Council to track progress towards the Equality Standard for Local Government were put into effect in 2004. These processes are also relevant to monitoring the achievement of objectives within the equality action plans. Activities take place at different levels within the Council relating to information gathering, monitoring, scrutiny and audit, which involve officers directly responsible for delivering on equality work, including; internal auditors, senior managers and Elected Members.

4.7.1 Day-to-day at a service level

All Cabinet Deputies are briefed at the beginning of the financial year on the equality objectives and Equality Impact Assessments that have been set for that year. Regular discussion of progress against equality objectives and actions then takes place as part of senior managers' normal procedures for monitoring the business plan and briefing Members on progress. This will take place in different ways and at different intervals, depending on the system the senior manager has in place. Progress on specific actions is fed through to the Equality Champions group, which is chaired by the Cabinet Secretary for Co-ordination Services and Lifelong Learning.

In order to ensure that monitoring in services takes place where appropriate a Local Performance Indicator has been put in place to measure the proportion of services with adequate monitoring systems. Judgments of the impact of policies, strategies and functions on equality are used to inform the authority which services require monitoring systems for the different equality groups. Standard questions have been devised for monitoring systems, which are used where possible to help ensure that comparable data is collected across different services. Information gathered through monitoring systems is used within individual services to form the ongoing development of services to ensure that the needs of all the different equality groups are met.

The need for impact assessments is informed by the list of relevant policies, strategies and functions required by the Race Equality Scheme and judgments of impact on other equality groups that take place within the annual business planning process. Equality Impact Assessments of areas with a particular impact on equality groups help to determine if further monitoring systems are required.

A wide variety of monitoring methods are used across the authority to ensure that the most useful information is obtained. The most frequently used method of monitoring is through questions asked through ongoing consultation and engagement work such as Tameside's Residents Opinion and Employee surveys. Monitoring data is also collected in relevant services for customers accessing the services, most frequently by collecting information from a robust sample of service users.

Examples of areas where monitoring data has been used to improve services include:

- Monitoring data collected by Tameside's Arts and Events team has led to the production of an 'equalities checklist' for events that helps make sure that the needs of the community are taken into account for every event that is held.
- Monitoring figures indicate a lower level of take-up of libraries and museums services from males. As a result specific activities have taken place to encourage take-up of museums and libraries services by males. These include:
- An evening lecture programme has been created at the Museum of the Manchester Regiment which aims to generate interest in the museum by highlighting lesser-known aspects of the Regimental story through the ages. Its goal is to reward both existing users while encouraging none users to participate in museum activities for the first time
- Horror book collections have been created in Hyde and Droylsden Libraries and male staff are leading on creating displays of stock aimed at men in six libraries.

4.7.2 Monitoring through the Equality Champions group

The Equality Champions group consists of representatives from each main service area. The purpose of this group is to contribute to the corporate co-ordination of equalities work. The Equality Champions play a vital role in communicating with and supporting managers, and so help to embed the equality planning process within the organisation. The Cabinet Secretary for Co-ordination Services and Lifelong Learning, Councillor Margaret Sidebottom, chairs the Equality Champions group.

Equality Champions also liaise with relevant managers to report progress on equality objectives to the group. Collectively the group undertakes quarterly monitoring of key equality objectives and Equality Impact Assessments. This informs the reports that are taken to senior management teams.

4.7.3 Internal audit of work towards Equality

The Council's Internal Audit team is engaged in making judgements about progress towards the Equality Standard for Local Government. This work will continue throughout the implementation of the Standard at appropriate intervals and will inform decisions made by the Executive Team about the Council's readiness to progress through the Equality Standard levels.

4.7.4 Monitoring through the Executive Team

The Executive Team receives biannual reports regarding progress against the equality objectives and Equality Impact Assessments that have been set by service areas. This is supplemented by 'exception reporting' if particular concerns arise in the meantime.

4.7.5 Corporate Scrutiny of equality & diversity work

The Scrutiny Panels' annual report summarises equality and diversity issues that have arisen from corporate Scrutiny work during the previous year. This is used to inform corporate work around equalities and may highlight issues for future Scrutiny Panels to investigate in the future. In addition, the consideration of equality and diversity issues is included in the scope of Scrutiny reviews.

4.7.6 Monitoring Employment

Tameside Council's duties to promote equality of opportunity and eliminate discrimination and harassment apply not only in the services the authority delivers, but also in its role as one of the borough's largest employers. In order to ensure that discrimination does not take place a variety of steps are taken. Actions within each of the equality action plans ensure that every effort is made to promote equality of opportunity and eliminate discrimination.

Data on equality in employment is collected via the online TRENT system, which includes monitoring information for race, disability, gender and age. The information within this system is refreshed on a regular basis to ensure that the most accurate information possible is used.

In order to ensure that equalities issues within the workforce are identified, the authority's human resources team produces an annual report on the equality groups within the workforce. The report outlines key issues at different stages within employment including recruitment and selection, during employment and leaving the authority. The annual report is used to target actions taken to reduce inequality within employment. Copies of the reports can be found on Tameside Council's public web pages at:

http://www.tameside.gov.uk/equalopportunities/jobs

In addition, the authority undertakes a regular Employee Survey. The data from this survey is analysed by the six core equality groups and significant equalities issues are reported to both the Council's senior management teams and individual services to ensure that appropriate action is taken. This data is also used to inform the different equality action plans.

Specific actions to address equality within employment within the equality action plans include:

- Identify barriers and potential barriers to employment and take appropriate steps to address them particularly in relation to:
- Promotion
- Training
- Termination of contract
- Complete an Equal Pay Review and report on the implementation of the pay review recommendations
- Ensure through fair employment practices that the Council's workforce is representative of the local community

4.8 Training

A programme of training covering all areas of equality and diversity is in place and is assessed annually by the Organisational Development service to ensue that services are provided relevant training that meets the needs of the workforce. Training needs identified within the business planning process and the Employee Development Review process are also taken into account. Available corporate training covers all equalities legislation including the Race Relations Act, the Disability Discrimination Act and the Equality Act. Bespoke training on specific areas of equality and diversity relevant to individual departments and services is available and can be provided through the Organisational Development team on request.

4.9 Procurement and Equality

Tameside Council takes responsibility for the conduct and behaviour of all those delivering services on its behalf as well as those it employs directly. If an organisation delivering services on behalf of the authority is in breach of equality legislation in the way it is delivering that service then it is Tameside Council that is ultimately responsible for that breech. In addition, as a major procurer of services within the borough the authority has a responsibility to ensure that it is carrying out procurement processes in a fair and equitable manner. As a result, procurement processes within Tameside are designed to identify equality and diversity elements within the contract. In particular where equality is judged to be a core requirement of the contract (for instance where personal services are contracted out) an assessment of the impact of the contract on equality groups takes place. Specific guidance on equality in procurement is available internally via the Procurement intranet pages and the actions taken as a part of this process are monitored on a quarterly basis.

4.10 Resources

In order to ensure that equality of opportunity and the elimination of discrimination and harassment are an integral part of day-to-day work at Tameside, equality objectives are included as a mainstream part of Tameside's business planning process. In most cases resources for equality and diversity related activity are allocated within the business planning process as a part of mainstream budgets. Where additional resources are required they are considered as a part of mainstream funding processes.

4.11 Challenges for 2008-2011

With the production of this Corporate Equality Scheme it is important that Tameside Council is producing equality outcomes in the areas that Tameside's residents have identified as most important to them. The 2008-2011 Corporate Equality Scheme for Tameside contains objectives which link to the priorities in Tameside's Community Strategy. Relevant actions within the separate action plans indicate where actions link to achieving Community Strategy priorities. Engagement with members of the local community has identified the key objectives and challenges that Tameside Council must meet in order to tackle discrimination and harassment and promote equality of opportunity for all the people of Tameside.

Part 5: Cross-cutting Equality Action Plan

As a part of the introduction of a single Corporate Equality Scheme in Tameside actions within the different equality action plans have been identified that have an impact on more than one equality group. These actions will be included within the Crosscutting Action Plan. In addition this plan will include all actions which, whilst not part of the disability, race, and gender equality scheme action plans, will significantly contribute to the promotion of equality and diversity throughout the borough, in particular actions that ensure equality of opportunity and eliminate discrimination and harassment for people of different sexual orientations, people of different ages, and people with a range of different religions and beliefs.

5.1 Some achievements since last time

- The annual Tameside Jobs Fair has taken place helping to improve access to employment opportunities by all sections of the community – amongst other groups the 2007 Jobs Fair successfully targeted disabled people.
- In adults services a DVD is available in community languages and sign language to improve access to information about the support available.
- Public engagement and consultation increasingly involves and considers the views of all sections of the community. Large scale annual events include the 'Listen Here!' Disability Conference, 'The Big Chat' for people with learning disabilities, and the Really Important Questions Conference for Older People.
- Council services record the profile of services users, clients and people taking part in consultation and engagement exercises to identify the particular views and experiences of different sections of the community.
- To encourage residents to report hate crime of all kinds, representatives from over twenty local partners which host hate crime 'Reporting Centres' have recently received additional training and a publicity campaign will be launched in Spring 2008.

5.2 Findings of Consultation, Engagement Activity and Research

This section of the Scheme includes findings from consultation, engagement and research activity that relate to the promotion of equality and diversity but which has an impact on several equality groups. In addition this section of the Scheme includes consultation findings that also relate to equality groups such as people of different ages, and people of different sexual orientations. Relevant findings are outlined below:

- Local data shows that the Council performs well in terms of the gender balance of the workforce. Action to increase representation of black and minority ethnic and disabled people is ongoing.
- Recent consultation shows a common interest amongst all equalities groups for accessible information in relevant formats. Community groups were considered a useful means of distributing information.
- Public engagement and consultation is well established in Tameside and work is ongoing to monitor and improve the participation of various equalities groups. Recent consultation and engagement activity shows a keen understanding amongst all sections of the community of what constitutes effective engagement. Active involvement of residents through mystery shopping, practical input in to physical changes and working with community groups are widely considered to be valuable methods of community engagement.
- Addressing health inequalities, including life expectancy, obesity, and alcohol and drug use, is a priority in Tameside and different groups have expressed an interest in accessing information and services that help promote healthy lifestyles.
- Crime and fear of crime including harassment is an issue of concern for all groups consulted. Addressing anti-social behaviour, safety on the street and overall crime levels were the top three issues highlighted. Different groups identify similar areas and times of the day when they feel least safe including bus stations and less visible areas at night.
- Recent consultation indicates that there may be potential to raise the awareness of Council services and of the Council as potential employer amongst young people.
- Quality customer service has emerged as a shared priority for all groups concerned. It was felt important to all groups that Council employees demonstrate a willingness to help and treat people with respect, particularly the most vulnerable citizens.
- Available data on the needs and priorities of local lesbian, gay, bisexual and transgender population in Tameside has been limited. This situation is starting to improve with the engagement of local community groups and the inclusion of monitoring questions in key surveys.

5.3 The Action Plan

5.3.1 Cross-Cutting Action Plan

No.	Action	Service	Deadline	Comments	Community Strategy Link
Leadership & corporate commitment					
1	Establish equality targets for employment and service delivery in relation to the corporate procurement of services and create appropriate contract monitoring systems	Asst Chief Executive Policy & Performance	Ongoing	Appropriate equality targets for employment and service delivery are set and monitored: The Procurement Champions group will take a lead on this issue lead by the Procurement Unit	Corporate Governance
2	Make Corporate Equality Scheme and associated action plans available in Tameside's libraries	Policy Unit	Jun-08	This action is to make the Corporate Equality Scheme available in all of Tameside's libraries for public information. The Corporate Equality Scheme includes the action plans to meet the: Race Equality Duty Disability Equality Duty Gender Equality Duty Including actions which contribute to meeting the needs of all of Tameside's service users, customers and employees wherever reasonable with regard to: Age Religion or Belief Sexual Orientation This action replaces the following actions in the Race, Disability and Gender Equality Schemes; RES 18, GES 17, and DES 25.	Supportive Communities

No.	Action	Service	Deadline	Comments	Community Strategy Link
3	Make employee monitoring data available to Service Unit Managers for business planning purposes	Human Resources	Annually in Feb	Relevant employment monitoring data is provided to service unit managers each year in order to allow equalities to be taken into account within the business planning process. This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Race, Disability and Gender Equality Schemes; RES 4, GES 31, and DES 7.	Corporate Governance
4	Promote joint working on equality issues through the Tameside Strategic Partnership (TSP) and other relevant partnerships	Head of Policy	Ongoing from Mar-08	There is evidence of consideration of & action on equalities issues within the partnership structure: By reporting on and discussion of equality issues at the TSP Board and the thematic partnerships	Supportive Communities
5	Fully review the Corporate Equality Scheme and all Equality Action Plans by statutory deadlines	Policy Unit	Dec-09 Mar-10 May-11	Reviews set to take place by December 2009 for the Disability Equality Action Plan, March 2010 for the Gender Equality Action Plan and May 2011 for the Corporate Equality Action Plan and Race Equality Action Plan. This action replaces the following actions in the Race, Disability and Gender Equality Schemes; RES 36, GES 27, DES 40.	Supportive Communities
6	Update progress against the action plans within the Corporate Equality Scheme on an annual basis	Policy Unit	December, March and May annually.	Annual publication of updates to Corporate Equality Action Plans: Annual updates are published on Tameside's website.	Supportive Communities

No.	Action	Service	Deadline	Comments	Community Strategy Link
7	Continue to ensure that all Council publications reflect disability equality and cultural diversity positively	Marketing & Communications and Service Unit Managers	Ongoing	All corporate publications are monitored to ensure that they promote positive images of all communities in Tameside. All Equality Impact Assessments include an assessment of the availability and accessibility of public information. This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following action in the Disability and Race equality schemes; RES 14 DES 21	Supportive Communities
8	Make the Corporate Equality Scheme available in a range of formats	Policy Unit	Aug-08	The Corporate Equality Scheme will be made available in an appropriate range of formats and published on the Council's website. Summary versions of the scheme will also be made available in accessible formats.	Supportive Communities
Assessment, consultation & monitoring					
9	Achieve Level 4 of the Equality Standard by March 2009	All Service Areas and Policy Unit	Level 4 by Mar-09	Evidence to support the achievement of each level of the standard is available and verified by auditors: By working to a project plan for achieving level 4. This action will include the integration of objectives relating to Religion and Belief, Sexual Orientation and Age into all areas of the standard.	Supportive Communities

No.	Action	Service	Deadline	Comments	Community Strategy Link
10	Continue to develop good consultation practice guidance / models with equalities groups.	Policy Unit	Ongoing	Good practice is disseminated and followed: Through ongoing work with the Consultation and Engagement Link Officers Group, the Equality Champions Group and other networks such as 'Listen Here' Tameside's Disability Network and referenced in the Consultation and Engagement Strategy & Toolkit This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following action in the Race Equality Scheme; RES 28	Supportive Communities
11	Ensure that corporate and local IT systems support the collection and analysis of employee & customer profiles	Service Unit Managers	Ongoing	To ensure that employee & customer profile data is effectively gathered, stored and monitored to inform employment and service delivery. All new ICT systems are designed or commissioned to include this functionality and where possible existing ICT systems are adjusted accordingly.	Corporate Governance
12	To ensure that the Statement of User Requirements documentation for all systems designed by the Councils ICT service will promote the use of standard equality monitoring categories.	ICT and Transformational Services	Ongoing	This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action is to ensure that that where needed ICT systems developed by Tameside Council include relevant monitoring categories covering as a minimum, Age, Disability, Race and Gender.	Corporate Governance

No.	Action	Service	Deadline	Comments	Community Strategy Link
13	All relevant Equality Impact Assessments to investigate the adequacy and availability of public information	Policy Unit and Service Unit Managers	Ongoing	The requirement to consider the adequacy and availability of public information is a required part of existing equality impact assessment process. This action replaces the action RES 19 in the Race Equality Scheme and includes consideration of the adequacy and availability of public information for all equality groups.	Supportive Communities
14	Monitor equality performance management	Equality Champions Group, and Senior Management Teams	Ongoing reported quarterly in the year	Equality performance management is monitored on an annual basis through updates to the Corporate Equality Scheme and Associated Action Plans. Monitoring reports are taken to Senior Management Teams throughout the year to help ensure that areas for action have been addressed effectively. Performance indicators are in place to help monitor progress. This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Race, Disability and Gender Equality Schemes; RES 22, GES 22 and DES 32	Corporate Governance
15	Complete identified Equality Impact Assessments	Service Unit Managers	By the end of March each year	Equality Impact Assessments are identified annually within the annual business planning process and at the creation of new policies, strategies and function for every Service Unit within the authority. A list of the Equality Impact Assessments planned each year by the authority is published on Tameside's public web pages. This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Race, Disability and Gender Equality Schemes; RES 23, GES 21, and DES 29.	Supportive Communities

No.	Action	Service	Deadline	Comments	Community Strategy Link
16	Develop corporate and service area equality targets and refine them as required	Policy Unit with Heads of Service	Ongoing	Two key corporate equality indicators have been developed showing monitoring systems in place and the proportion of employees who have received equality training within the last two years. In addition services identify indicators that are likely to have an impact on different equality groups. A framework has been developed to link these indicators to actions within the action plans associated with the Corporate Equality Scheme. This action replaces action RES 24 from the Race Equality Scheme	Corporate Governance
17	Publish all completed Equality Impact Assessments	Service Unit Managers and Policy Unit	Ongoing	Completed Equality Impact Assessments are published on Tameside council's website at: http://www.tameside.gov.uk/tmbc5/impact.htm. Assessments are monitored throughout the year and regular reports to Senior Management Teams are used to monitor progress. This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Race, Disability and Gender Equality Schemes; RES 31, GES 24, and DES 37	Supportive Communities

No.	Action	Service	Deadline	Comments	Community Strategy Link
18	Produce an annual Human Resources Report	Human Resources	Ongoing in March each year	The Annual Equality Report highlights issues relating to employment with Tameside Council. Issues identified within the report are addressed on an ongoing basis as a part of ongoing improvement work within the Human Resources Service. Whilst initially covering Race Equality this report has now been expanded so it covers both Gender and Disability in employment. This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Race and Disability Equality Schemes; RES 33, DES 38	Corporate Governance
19	Continue procedures to improve Council-wide performance against relevant HR corporate health targets	Human Resources	Ongoing	Corporate health targets aim to increase the number of people in the workforce from communities that are currently underrepresented. This includes monitoring data on the number of male, female, black and minority ethnic and disabled employees in the workforce compared to their representation in the local community. This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Race, Disability and Gender Equality Schemes; RES 6, GES 36, DES 10	Corporate Governance

No.	Action	Service	Deadline	Comments	Community Strategy Link
20	Identify barriers and potential barriers to employment and take appropriate steps to address them particularly in relation to: Promotion Training Termination of contract	Human Resources and Service Unit Managers	Annually from Mar-08	The Council produces an annual Equalities Plan, which identifies barriers to progression. Actions taken to overcome these barriers are built into People and Performance's Business Plan as well individual business plans across the authority. Information is made available in the annual HR equalities report and progress will be monitored via Gender Equality Scheme annual update. Gender profile of staff including analysis of patterns for part-time staff Specific areas of information to monitor include: Promotion of non-traditional job roles through mediums such as the Council website, jobs fairs and schools and colleges This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Race, Disability and Gender Equality Schemes; RES 3, GES 28, DES 4	Prosperous Society
21	Ensure that occupational segregation is robustly addressed in areas identified	Human Resources and relevant areas identified	Annually from Mar-2008	In order to tackle occupational segregation effectively an action plan is being developed to target relevant services across the authority. The elimination of occupational segregation is a long-term objective that is unlikely to be achieved within a three-year timescale. This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Gender Equality Scheme; GES 29	Prosperous Society

No.	Action	Service	Deadline	Comments	Community Strategy Link
22	Ensure through corporate performance indicators and Equality Impact Assessments that all relevant Service Units have adequate (customer) monitoring systems in place, for disability, race, gender, age, sexual orientation and religion / belief	Service Unit Managers	Mar-09 and Ongoing	Corporate monitoring questions are in use to ensure consistency. Although systems are already in place for Race, Disability, and Gender the addition of Age, Sexual Orientation and Religion / Belief to the Equality Standard for Local Government in 2007 means that further work is required to ensure that these classifications are being used where required. This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Race, Disability and Gender Equality Schemes; RES 1, GES 13 and DES 33	Corporate Governance
23	All reports to members to identify any Equality and/or Human Rights Issues that need to be considered	Democratic Services & authors of reports	Ongoing	Relevant reports to include an assessment of equality and human rights issues. This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Race Equality Scheme RES 20	Corporate Governance
Equal access to services & customer care					
24	Continue to plan and deliver the access requirements of the Disability Discrimination Act 1995 (part 3)	Architectural Services, Asst Executive Directors and Service Unit Managers	Ongoing	Plans will be achieved by completing or undertaking the changes required: Through buildings adaptations and changes to service delivery identified by Access Audits. Progress towards this action will be monitored by local performance indicators	Supportive Communities

No.	Action	Service	Deadline	Comments	Community Strategy Link
25	Ensure Equality Impact Assessments are identified, undertaken and their implementation is monitored in business plans.	Relevant Assistant Executive Directors / guidance from Policy Unit	As programmed in business plans	Summary reports of completed EIAs and their findings are published on the Council's website: EIAs are identified within the annual business planning process and by the Race Equality Scheme assessment of relevance. This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Disability and Gender Equality Schemes; GES 20 and DES 28	Supportive Communities
26	Ensure Greater Manchester Police data relating to hate crime in Tameside is monitored and action taken where appropriate	Community Safety	Mar-08 and Ongoing	Hate crime is monitored and appropriate action is taken via Tameside Race and Hate Multi Agency Panel. Information from Greater Manchester Police breaks down Hate Crime by type of Hate crime and this information is reported quarterly. The Council and Panel Members take action as a result. This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Gender Equality Scheme; GES 2	Supportive Communities

No.	Action	Service	Deadline	Comments	Community Strategy Link
27	Increase security for older people by developing neighbourhood networks which support the security of older people	Community Safety	Mar-09	Promotion and uptake of a range of security measures (free of charge for vulnerable older people in Tameside aged 65+). Extend the use of the 'Good Neighbour Scheme' in Ashton Regeneration area – this is linked with alley-gating activity. Continue to support the 'First Call' service through Age Concern. This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Gender Equality Scheme; GES 4	Safe Environment
28	Continue to improve GCSE attainment for groups that tend to achieve less well (Average Points Score)	Services for Children and Young People	Annually	Targets relating to improving attainment will continue to be measured and action taken to close achievement gaps. This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Gender Equality Scheme; GES 8	Learning Community

No.	Action	Service	Deadline	Comments	Community Strategy Link
29	Carry out actions specified within the Children and Young People's Plan to help reduce school exclusion's and increase educational attainment	Services for Children and Young People	Monitored in line with the Children and Young Peoples plan	Boys are significantly more likely to be excluded from school than girls. Work taking place to help reduce exclusions and improve the management of the exclusions process will help improve life chances and reduce social exclusion for all children but will have a particular impact on boys. Key Priorities within the Plan include: Key Stage 4 attainment Staying on rates Exclusions Teenage Pregnancy This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Gender Equality Scheme; GES 9	Learning Community
30	Ensure that information regarding responsibilities under the Human Rights Act is communicated and where appropriate used to inform policy development	Policy and Service Unit Managers	Mar-09 and Ongoing	This action is intended to help ensure that employees of Tameside Council are aware of responsibilities under the Human Right Act and that responsibilities under the act are taken into consideration in policy development where appropriate.	Supportive Communities
31	Ensure that people from different communities are able to access activities aimed at promoting healthy lifestyles	Service Unit Managers	Ongoing	Health inequalities have been identified as having a significant impact on equalities groups. It will be essential to ensure that the whole community within Tameside is able to access activities to promote healthy lifestyles. This activity will be the responsibility of all Service's carrying out activities to promote healthy lifestyles including, Cultural and Customer Services, Services for Children and Young people and Adults Services.	Healthy Population

No.	Action	Service	Deadline	Comments	Community Strategy Link
32	Facilitate the development of a Tameside Strategic Partnership Equality Strategy drawing on shared goals in the different partnership organisations.	Policy Unit	Sept-08	It is intended that in its community leadership role Tameside Council will facilitate the development of a Tameside Strategic Partnership Equality Scheme drawing on common goals shared by the different partner organisations. This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty	Supportive Communities
33	Continue to record the equality data of complainants and monitor the breakdown of complainants and complaints on the grounds of equality	ICT and Transformational Services	Ongoing	Monthly monitoring of complaints is undertaken by gender, disability and ethnicity. The cumulative picture is compared with available census information. Action will be taken where complaints reveal inequality. This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following action in the Race Equality Scheme: RES 13	Supportive Communities
Employment & training					
34	Complete an Equal Pay Review and report on the implementation of the pay review recommendations by the end of Summer 2008	Human Resources	Summer 08	An equal pay audit shows employees are being rewarded fairly: By carrying out an equal pay audit, after the implementation of a pay & grading review, and by reporting on the implementation of the findings	Prosperous Society

No.	Action	Service	Deadline	Comments	Community Strategy Link
35	Ensure through fair employment practices that the Council's workforce is representative of the local community and targets are met	Human Resources, Executive Directors and Assistant Chief Executives and Service Unit Managers	Reviewed annually, with three year targets in place	Workforce profiles exist and the workforce broadly reflects the local community: By setting realistic targets in relation to Ethnicity, Disability and Gender. Targets to be set in Business Plans and reported on quarterly. Where identified, pro-active work in each of these areas will take place. A report will be presented to EMT annually.	Supportive Communities
36	Continue to plan and provide training on race equality & diversity, the Equality Standard and community cohesion as part of the Corporate Training and Development programme	Organisational Development	Ongoing	To ensure training courses have been delivered to relevant staff and managers across the Council: Through a range of courses including Disability Awareness, Equality and Diversity Awareness, Equality Impact Assessment and distance learning workbooks on disability and diversity	Supportive Communities
37	Review all relevant employment policies and procedures to ensure full coverage of equalities issues and groups.	Human Resources	Ongoing	To ensure that guidance covers all relevant equality groups and practice reflects this: By systematically updating existing policies and subjecting all new or amended policies to Equality Impact Assessment	Corporate Governance
38	Continue to identify barriers to progression and take relevant action	Human Resources	Annually in March	This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Race Equality Scheme; RES 3	Prosperous Society

No.	Action	Service	Deadline	Comments	Community Strategy Link
39	Research and develop proposals that will improve Council-wide performance against relevant HR corporate health targets	Human Resources	Ongoing	This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Race Equality Scheme; RES 6 This is linked to progressing towards level 3 of the Equality Standard for Local Government	Corporate Governance
40	Provide training to all managers in dealing with complaints of racial and sexual harassment	Training and Organisational Development	Ongoing	This action contributes to meeting the: Race Equality Duty Gender Equality Duty This action replaces the following actions in the Race Equality Scheme; RES 9	Supportive Communities
41	Review and implement cultural competence training for Social Care & Health staff	Adults Services; Planning and Performance Development	Ongoing	This action contributes to meeting the: Race Equality Duty Disability Equality Duty Gender Equality Duty This action replaces the following actions in the Race Equality Scheme; RES 10 Cultural Competence training is being rolled out and includes elements that will address cross-cutting equality issues such as race, gender and religion and belief.	Supportive Communities
42	Retain age positive award	Human Resources	Annually	Ensure that the authority meets and, where possible, exceeds the requirements of age equality legislation by retaining the Age Positive employer status.	Supportive Communities
43	Develop information sources including, performance indicators, in relation to sexual orientation and religion and belief	Policy Unit And Service Unit Managers	Mar-09	This activity will involve collecting information and developing existing information sources to help ensure positive outcomes are achieved for people within the community with regard to Sexual Orientation and Religion and Belief.	Supportive Communities

Part 6: Race Equality Scheme Action Plan

6.1 Assessing Policies, Strategies and Functions

In order to ensure that Tameside Council is able to focus efforts to achieve race equality and eliminate discrimination and harassment effectively the authority is required by law to draw up a list of all its policies, strategies and functions and make a judgement of their relevance to the Race Equality Duty. This list helps to determine both the actions within Tameside's Race Equality Scheme Action Plan and the programme of Equality Impact Assessments that must take place in order to ensure that the race equality duty is met.
Tameside Council is required by law to revise this list at least once every three years. At Tameside the judgement of the impact of all the Council's policies, strategies and functions on equalities groups takes place within the annual business planning process to help ensure that the list reflects Tameside Council's current activities. Guidance on how to make judgements of impact within the business planning process is available via Tameside Council's intranet site.

6.2 Prioritised List of Policies, Strategies and Functions

In order to meet the requirements of the Race Relations (Amendment) Act 2000 and to help ensure that the authority is taking the Race Equality Duty into account in its policies, strategies and functions, Tameside Council gathers relevance judgements for each function and policy or strategy that the authority undertakes. This judgement adds to the annual assessment impact of all policies, strategies and functions for all equalities groups, which takes place through the annual business planning process. The list is published as an appendix to the Corporate Equality Scheme at appendix A.

6.3 Some achievements since last time

- The proportion of black and minority ethnic employees amongst the top 5% of earners within the Council is increasing
- Tameside's Bangladeshi pupils performed above the national average at GCSE (70% achieved at least five grades A*-C). Bangladeshi pupils now match the Tameside average for achieving Level 4 at Key Stage 2 in English and Maths
- Tameside Council and the Tameside and Glossop Primary Care Trust are working together to produce an information booklet on the different cultures in Tameside and what this means for service delivery.
- The Arts and Events team, Museums and libraries celebrated Chinese New Year with performances, a parade and family activities.
- 'The Telling Lives' exhibition at Portland Basin Museum was the culmination of a year-long project involving local South-East Asian groups. The exhibition told the story of people moving to Tameside in the 1950s and 60s.
- The St Peters Youth Project has received national recognition for giving local people in a largely Asian community the opportunity to work in their local area, develop skills, provide positive role models for those around them and promote community cohesion.

6.4 Findings of Consultation, Engagement Activity and Research

In order to ensure that Tameside is achieving measurable outcomes for people of different ethnic backgrounds within Tameside, the three yearly review of the Race Equality Scheme has included engagement with a wide cross-section of different groups within Tameside. Feedback taken from this engagement activity and other research that has been carried out has been used to inform the actions within the Race Equality Scheme Action Plan. Findings included:

- Young people from Asian and white-British communities consulted as part of the update of the Corporate Equality Scheme expressed a shared concern for racism, crime, and anti-social behaviour. Both groups feel less safe in areas outside of their immediate neighbourhood. However, efforts to bring the two communities together have contributed to improved feelings of safety

- Local research indicates that black and minority ethnic residents go to GP's surgeries to access information about Adult Services – as a result, a DVD about Adult Services, which is available in different community languages, is shown in clinics and GP's surgeries
- Black and minority ethnic representatives suggested additional methods of advertising job opportunities with the Council and promoting Council services and events to the Black and Minority Ethnic community.
- The black and minority ethnic representatives consulted supported the use of monitoring data to address trends in the 'employment journey' of Black and Minority Ethnic employees.
- Activities for young people that promote community cohesion were a priority for young people from white and non-white communities.
- Adults from the BME community were concerned with tackling community safety including vandalism and drug misuse issues relating to young people from both the white and non-white communities. Activities for young people, educating the wider community and closer partnerships with the police were suggested as potential ways forward.

6.5 The Action Plan

6.5.1 Race Equality Scheme Action Plan

No.	Action	Service	Deadline	Comments	Community Strategy Link
Specific Duties: Employment and training					
1	Ensure systems are in place to enable ethnic monitoring of employees	Human Resources	Ongoing	Employee information is collected by ethnicity in line with the Race Relations (Amendment) Act. Services receive details of their workforce profile for business planning purposes on an annual basis. This data is used to inform workforce planning and recruitment and training processes.	Corporate Governance
2	Continue to track progression of ethnic minority employees using existing 'promotion' field on the HR system	Human Resources	Ongoing	This work is ongoing and the data held in the HR Information System is used to inform the annual Equalities Report and actions taking place as a result of the report.	Corporate Governance
3	Continue to identify barriers to progression and take relevant action	Details of this action are included in the Crosscutting Action Plan action number 20			
4	Make employee ethnic monitoring data available to service unit managers for business planning purposes	Details of this action are included in the Crosscutting Action Plan action number 11			
5	Review all relevant employment procedures to ensure that they fully address race equality issues	Human Resources	Ongoing	This timescale corresponds with the Council's timescales for achieving the Equality Standard for Local Government	Corporate Governance

No.	Action	Service	Deadline	Comments	Community Strategy Link
6	Research and develop proposals that will improve Council-wide performance against relevant HR corporate health targets	Details of this action are included in the Crosscutting Action Plan action number 19			
7	Continue to monitor and analyse staff participation in training by racial group	Organisational Development	Ongoing	Systems have been put in place to monitor participation in training on an ongoing basis. Data is reported annual in the Organisational Development Business plan.	Supportive Communities
8	Ensure that all service areas access race equality training	Organisational Development	Ongoing	Monitored as part of the Equalities Training Strategy. This Strategy has been the subject of an Equality Impact Assessment.	Supportive Communities
9	Provide training to all managers in dealing with complaints of racial and sexual harassment	Details of this action are included in the Crosscutting Action Plan action number 39			
10	Implement cultural competence training for Social Care & Health staff	Details of this action are included in the Crosscutting Action Plan action number 40			
11	Review and update relevant race equality information and make widely available to all employees	Policy Unit	Ongoing	This will mainly focus on the information published on the intranet, the public website and in staff publications. Policy updates are also provided as necessary at the Equality Champions meetings.	Supportive Communities
Specific Duty: Access to Information and Services					
12	Continue to analyse and respond to possible or actual barriers to service delivery for ethnic minority customers	Customer Services and Service Unit Managers	Ongoing	This action will be taken forward through developments in the online Customer Relationship Management system and through Equality Impact Assessments of relevant policies, strategies and functions.	Supportive Communities

No.	Action	Service	Deadline	Comments	Community Strategy Link
13	Continue to record the ethnicity of complainants and monitor the ethnic breakdown of complainants and complaints on the grounds of racial equality	Details of this action are included in the Crosscutting Action Plan action number 33			
14	Continue to ensure that all Council publications reflect racial equality and cultural diversity positively	Details of this action are included in the Crosscutting Action Plan action number 7			
15	Develop and monitor access to ESOL provision across the Borough	Access and Equality	Sept-08	Following the completion of Tameside's original ESOL strategy at the end of 2007, a reviewed ESOL strategy will be developed by Sept-08 to take ESOL provision forward.	Learning Communities
16	Lead on developing & implementing a borough-wide BME housing strategy and address related needs as they are identified	Housing Services / Supporting People Service	May-09 and Ongoing	A survey of housing needs and demands survey is underway and will be completed in May 2008. Following completion this will form the basis of the Housing Strategy and Supporting People Strategy and will contribute to the local development framework.	Supportive Communities
17	Ensure that all new IT systems are capable of recording ethnic profile data	Details of this action are included in the Crosscutting Action Plan action number 11			
18	Make the Corporate Equality Plan including the Race Equality Scheme available in all Libraries	Details of this action are included in the Crosscutting Action Plan action number 2			

No.	Action	Service	Deadline	Comments	Community Strategy Link
19	All relevant Equality Impact Assessments to investigate the adequacy and availability of public information	Details of this action are included in the Crosscutting Action Plan action number 13			
Specific Duty: Assessment, Consultation and Monitoring					
20	All reports to the Cabinet and endorsed by the Council will make appropriate reference to impact on race equality	Details of this action are included in the Crosscutting Action Plan action number 23			
21	Race equality is considered as part of Scrutiny review work	Scrutiny Unit	Ongoing	Scrutiny project plans include a section for highlighting equalities issues that relate to each review. Any issues uncovered inform actions within the review.	Corporate Governance
22	Monitor equality performance management	Details of this action are included in the Crosscutting Action Plan action number 14			
23	Complete identified Equality Impact Assessments	Details of this action are included in the Crosscutting Action Plan action number 15			
24	Develop equality targets	Details of this action are included in the Crosscutting Action Plan action number 16			
25	Ensure through Equality Impact Assessments that all relevant Service Units have adequate (customer) ethnic monitoring systems in place	Service Unit Managers	Ongoing	Equality Impact Assessments contain questions regarding the adequacy of equalities monitoring systems. In addition a corporate performance indicator is in place to ensure that all relevant services have equality monitoring systems are in place. Data for this indicator is collected annually in April each year.	Corporate Governance
26	Maximise attendance of ethnic minority communities at District Assemblies	Scrutiny & District Assemblies	Ongoing	Following the review of District Assembly's attendees in 2006/07 actions will be put in place to help ensure that attendees at District Assembly meetings are representative of the local community.	Supportive Communities

No.	Action	Service	Deadline	Comments	Community Strategy Link
27	Continue to assess and monitor race equality and community cohesion issues as they relate to community regeneration work	Relevant community regeneration projects	Ongoing	Ongoing community regeneration work identifies outcomes for different groups of people within communities affected. Extensive consultation is integral to the planning of any regeneration activity and community workers help ensure that the views of all sections of the community are represented and heard.	Supportive Communities
28	Monitor and promote good consultation practice with ethnic minority communities, including making links with the voluntary and community sector	Details of this action are included in the Crosscutting Action Plan action number 10			
29	Work in collaboration with area based partnerships and T3SC to ensure that local forums, the Community Empowerment Network and Tameside Voice adequately represents ethnic minority communities	Economic Development Unit, Service Unit Managers	Ongoing	The action supports the extension of the involvement of the minority ethnic community as a whole in the Black and Minority Ethnic and Community Empowerment Network and area based forums.	Supportive Communities
30	Share learning and disseminate good race equality practice across the Council	Equality Champions Group and Policy Unit	Ongoing	Learning and good practice is shared across the council via the Equality Champions group.	Corporate Governance
Specific Duty: Publish results of assessments, consultation and monitoring					
31	Publish all completed Equality Impact Assessments	Details of this action are included in the Crosscutting Action Plan action number 17			
32	Produce an annual Human Resources Report	Details of this action are included in the Crosscutting Action Plan action number 18			

No.	Action	Service	Deadline	Comments	Community Strategy Link
33	Produce an annual update of the Race Equality Scheme action plan	Policy Unit	Annually in May	The Race Equality Scheme is updated annually. Updates are made available via Tameside Council's Race Equality Scheme WebPages.	Supportive Communities
34	Publish a 3 year review of the relevance of services and policies to the General Duty to promote race equality	Policy Unit	By May 2011	Reviews have taken place in 2005 and 2008 with the next full review scheduled to take place again during 2011 for publication by the end of May 2011	Supportive Communities
35	Review and republish the Race Equality Scheme	Policy Unit	By May 2011	Reviews have taken place in 2005 and 2008 with the next full review scheduled to take place again during 2011 for publication by the end of May 2011	Supportive Communities

Part 7: Disability Equality Action Plan

7.1 Meeting people's needs

Tameside Council recognises that as a part of meeting the Disability Equality Duty it must take steps to take account of disabled people's needs even where that involves treating disabled people more favourably than others. Outlined in section 7.2 are the key steps that have been taken to promote disability equality since Tameside's Disability Equality Scheme was first introduced in December 2006.

7.2 Some achievements since last time

- Tameside's Disability Network was officially launched at the first annual 'Listen Here' Disability Conference in September 2007
- People with disabilities have been involved in designing new facilities and improving old ones for example libraries, Ashton Market Hall, residential accommodation, sports centres, parks and play areas and schools
- A review of mental health day services has been carried out and improvements to the service are underway including the creation of a Wellbeing Centre and community social drop-ins
- The 'Opening Doors for Older People' project was launched in 2007 and provides face-to-face information for older people on a range of services that promote independent living.
- Engaging disabled adults and young people is a key priority in the Council's Sport and Physical Activity Strategy 2007-2012. Activities have included involving pupils in coaching sessions in schools based on Paralympic sports
- The Council successfully bid for funding from the Big Lottery fund to improve access to play facilities for children with disabilities and their families and carers.
- The Council's website is accessible to the highest possible standards and includes information in audio format and sign language.
- The Supporting People Access Group, which includes clients with learning disabilities and mental health needs, ensures information about the programme is accessible.
- 'Routes to Work' uses the internet, local newspapers and the Council's staff newsletter to promote positive images through case studies of disabled people achieving success in the workplace.
- Ongoing and personalised changes are made to the working environment of disabled employees to ensure they are able to carry out their roles.

7.3 Major Findings of Consultation, Engagement Activity and Research

Following from the introduction of Tameside's Disability Equality Scheme further engagement activity has been carried out to ensure that the priorities that had been agreed in the disability equality scheme are having a real impact on people living within Tameside. The following messages are drawn from Tameside's first annual Disability Conference and individual sessions specifically focusing on the Disability Equality Scheme.

- Employment, training and volunteer opportunities were significant issues for participants at the Disability Conference and for other groups consulted.
- Employment issues raised in consultation included being able to access relevant and supported opportunities for training and employment with the Council, and the promotion of positive attitudes about disabled people in the workplace.
- Being treated appropriately by Council staff and including staff from other agencies continues to be a priority alongside having safe, appropriate, and good quality homes and having access to quality mental health day services.
- Physical access to public places was seen as particularly important in terms of ensuring street furniture and signage does not impede accessibility.
- 'Joined up' services, which communicate with each other about a person's needs and make it easier for people to get the right services from a range of sources, were viewed as being particularly important.
- Issues raised about accessing services related to the availability of information about services. The format of information including minimal use of jargon and complex terminology is an ongoing priority for disabled people.

- The importance of using forms of communication other than leaflets such as Tameside radio, audio-visual formats and local newspapers was highlighted as important. Adult Services were highlighted as a service with particularly good practice in this area.
- The Council is committed to consulting on the DES in ways chosen by the community. Feedback was generally positive about the Disability Conference as a means of involving disabled people in the DES.

7.4 The Action Plan

In addition to activities that have taken place to meet the objectives within the action plan below individual services and departments are carrying out many additional actions to ensure that disability equality is achieved. Where consultation and engagement activity highlights issues within individual services details are discussed with the relevant service and action taken where appropriate.

7.4.1 Disability Equality Scheme Action Plan

No.	Action	Service	Deadline	Comments	Community Strategy Link
Specific Duties: Employment and training					
1	Ensure consistency of systems in place to monitor disability status of employees	Human Resources and Exchequer	Ongoing	Consistent wording 'Do you consider yourself to be disabled?' to be used on TMBC job application form, green Payroll form and Payroll & Personnel Information survey	Corporate Governance
2	Take action to encourage declaration of disability by employees	Service Unit Managers Human Resources Policy Unit Marketing and Communications	Ongoing	Regular communications about the Council's work around disability equality will encourage people to declare their disability. A Disability Employment Group has been established to address the employment of disabled people by TMBC and local employers.	Supportive Communities
3	Continue to track success rate of disabled job applicants	Human Resources	Ongoing	This information is available in the HR Annual Equalities Report	Corporate Governance

No.	Action	Service	Deadline	Comments	Community Strategy Link
4	Continue to identify barriers to employment with TMBC faced by disabled potential job applicants and take relevant action	Human ResourcesPolicy UnitService Unit ManagersEconomic Development Unit	Ongoing	Examples of action include:Establishment of Disability Employment Group to increase employment of disabled people within TMBC and TamesideJoint workshops and Jobs fairs with JobCentre Plus, involving disabled TMBC employees, for disabled people who are 'job ready'Pilot work experience scheme for non 'job ready' disabled people within Adults ServicesCreation of Case Studies to promote advantages of employing disabled peopleInclusion of targets to improve jobs and income for disabled people in Tameside within the Local Area Agreement agreed in 2007Review of the Employment Plan for Tameside, including help for disabled people to find jobs.Bid for Local Enterprise Growth Initiative funds to help local people, including disabled people, start up new businesses in Tameside.	Supportive Communities
5	Continue to track data for disabled employees relating to: Promotion, Training and Termination of contract	Human Resources	Ongoing	This information will be made available in the HR Annual Equalities Report.	Corporate Governance
6	Continue to identify barriers faced by disabled employees and take relevant action in relation to: Promotion, Training and Termination of contract	Human Resources	Ongoing	This information is available in the HR Annual Equalities Report.	Supportive Communities
7	Make all employee disability data available to services for business planning purposes	Human Resources and Policy Unit	Annually in Feb	Ensure that disability monitoring data is available to inform equality planning within the business planning process for 2007/08	Corporate Governance

No.	Action	Service	Deadline	Comments	Community Strategy Link
8	Monitor and take any appropriate action to address harassment and remove attitudinal barriers experienced by disabled employees	Human Resources Policy Unit and Service Unit	Ongoing	The Council's Employee Survey includes questions to monitor levels of employee harassment and results are analysed by disability status. Specific issues are followed up via focus group discussions or other appropriate means. Directorate level data and separate Service Area level reports are created for senior managers.	Supportive Communitie
9	Review all relevant employment procedures to ensure that they fully address disability equality issues	Human Resources	Ongoing	This timescale corresponds with the Council's timescales for achieving the Equality Standard for Local Government.	Corporate Governance
10	Continue procedures to improve Council-wide performance against relevant HR corporate health targets	Details of this action are included in the Crosscutting Action Plan action number 19			
11	Provide disabled people with an equitable standard of customer service by ensuring that employees in all service areas, particularly those in frontline positions, access disability equality and awareness training	Service Unit Managers, Training and Organisational Development, Policy Unit	Ongoing	Frontline services should have plans in place to ensure disabled customers receive a high quality of customer service from Council employees.There is a mandatory performance indicator that all staff should have attended equality and diversity training within the last two years.Disability awareness training is offered to frontline and other staff that have regular contact with disabled service users. Performance is monitored as part of the Equalities Training Strategy. This Strategy has been the subject of an Equality Impact Assessment.	Supportive Communities

No.	Action	Service	Deadline	Comments	Community Strategy Link
12	Review and update relevant disability equality information and make it widely available to all employees	Policy Unit	Ongoing	This will mainly focus on the information published on the intranet, the public website and in staff publications. Policy updates are also provided as necessary at the Equality Champions meetings. Examples include: Publication of Disability Guide Team briefings Articles in staff magazine Presentations to senior managers and Equality Champions Individual meetings with managers	Supportive Communities
13	Establish clear, visible leadership on disability within the Council	Policy Unit	Ongoing	The equalities agenda at Tameside is led by Cllr M Sidebottom (Cabinet Secretary), on behalf of Cllr M Oldham, Cabinet Deputy (Co-ordination Services). Megan Nurse (Assistant Chief Executive) is the Senior Manager responsible for equalities. Activities are co-ordinated across services by the Equality Champions group. A Policy Manager is the designated corporate lead on disability.Regular reports on equalities, including disability, are made to Cllr Sidebottom and the senior management team.	Corporate Governance

No.	Action	Service	Deadline	Comments	Community Strategy Link
Specific Duty: Access to Information and Services					
14	Continue to provide services for disabled people that: • Allow disabled people to exercise choice: • Promote equality generally • Put disabled people at the centre of service delivery	Adults Services	Ongoing	Disabled people are able to exercise choice through the introduction of Direct Payments, Assistive Technologies and the forthcoming Individual Budgets. Tameside consults and involves disabled people fully in decisions relating to their care.Social care services are dedicated to promoting disability equality and improving the quality of life of disabled people. Our approach is to support disabled people to live independently, as reflected in the creation of supported living schemes such as Lomas Court and the forthcoming Staley House (for people with learning disabilities). We will continue work closely with Registered Social Landlords and housing associations to provide housing that supports independent living by disabled people. Plans are being put in place to facilitate the further employment of disabled people within Social Care through a work experience scheme for people with learning disabilities (see above).Further work is planned to ensure that people in Tameside, including disabled people, receive the benefits that they are entitled to. Improvements are planned for our Money Advice service for people with mental health needs, and we will be extending our provision of benefits advice for parents of children with disabilities to include sessions at Cromwell School. A benefits bus will be touring Tameside that will have displays and information about different benefits.	Supportive Communities

No.	Action	Service	Deadline	Comments	Community Strategy Link
15	Continue to analyse evidence for, and respond to possible or actual barriers to service delivery for disabled customers	Service Unit ManagersEquality Champions Group	Ongoing	Work streams relevant to disability are identified through the Business Planning process.Services prioritise a rolling programme of Equality Impact Assessments, and those relevant to disability include both existing and new functions, policies and strategies. The progress of Equality Impact Assessments is monitored by the Equality Champions Group.Services consult and engage with their customers, including disabled people, to identify potential issues and ensure that decisions take customers' views into account.	Supportive Communities
16	Continue to analyse evidence for, and respond to possible or actual barriers to job performance for disabled employees	Service Unit Managers	Ongoing	Examples include: Provision of guidance on the consideration and provision of 'reasonable adjustments' for disabled employees within the Disability Guide. Analysis of Employee Survey data by disability status, and implementation of appropriate action to address issues	Supportive Communities
17	Continue to involve disabled people with a wide range of disabilities in processes to build new facilities or improve existing ones, as appropriate.	Service Unit Managers	Ongoing	Examples include: Engineering Service disabled User Group Sport & Culture disabled User Group Ashton Market Hall consultation group	Supportive Communities
18	Continue to involve disabled people with a wide range of disabilities in processes to configure new services or improve existing ones, as appropriate.	Service Unit Managers Adults Services Services for Children & Young People	Ongoing	Examples include: Service User Groups Every Child Matters consultation Modernising Disability Services consultation	Supportive Communities

No.	Action	Service	Deadline	Comments	Community Strategy Link
19	Ensure that Council events are accessible to people with a wide range of disabilities (e.g. physical or sensory disabilities, learning difficulties, mental health needs)	Service Unit Managers	Ongoing	Examples include:Ask the Panel event (March 2006) Really Important Questions conference (October 2007)	Supportive Communities
20	Continue to record the disabled status of complainants and monitor complainants and complaints on the grounds of disability equality	ICT and Transformational Services	Ongoing	Figures are monitored monthly, and issues investigated as appropriate.	Corporate Governance
21	Continue to ensure that all Council publications reflect disability equality and cultural diversity positively	Details of this action are included in the Crosscutting Action Plan action number 7			
22	Ensure that all Council publications meet best practice guidance in relation to disability, and can be made available in alternative formats.	Service Unit Managers Marketing & Communications Design & Print Unit Policy Unit	Ongoing	Guidance on printed publications is available via the Disability Guide and via Marketing & Communications.	Corporate Governance
23	All relevant Equality Impact Assessments will investigate the appropriateness and availability of information for disabled people	Service Unit Managers Marketing & Communications Design & Print Unit Policy Unit	Ongoing	Guidance notes on printed publications for hard to reach groups are available from the Marketing and Communications Unit. Further guidance specific to disability is included in the Disability Guide.	Corporate Governance
24	Ensure that all new IT systems are capable of recording disability profile data	Details of this action are included in the Crosscutting Action Plan action number 11			

No.	Action	Service	Deadline	Comments	Community Strategy Link
25	Make the Corporate Equality Scheme including the Disability Equality Scheme, available in all Libraries	Policy Unit	Jun-08	The Disability Equality Scheme, is available on the Council's website and in hard copy in all Tameside libraries.	Supportive Communities
26	Make the Corporate Equality Scheme, including the Disability Equality Scheme available in a range of formats	Details of this action are included in the Crosscutting Action Plan action number 2			
Specific Duty: Assessment, Consultation and Monitoring					
27	The Council will lead the development and implementation of a borough-wide Disability Network to facilitate the engagement and involvement of disabled people in the decisions that affect them	Policy Unit, Adults Service User Involvement Team	Ongoing	'Listen Here' Tameside Disability Network has now been launched and will facilitate two-way dialogue between service user and service providers	Supportive Communities
28	Identify a rolling programme of Equality Impact Assessments to include existing policies, functions and services	Details of this action are included in the Crosscutting Action Plan action number 25			
29	Complete identified Equality Impact Assessments	Details of this action are included in the Crosscutting Action Plan action number 15			
30	Involve disabled people in monitoring the Disability Equality Scheme.	Policy Unit	Ongoing	The involvement of disabled people in annual monitoring of the DES will be carried out via the Disability Network.	Corporate Governance

No.	Action	Service	Deadline	Comments	Community Strategy Link
31	Disability equality is considered as part of Scrutiny review work	Scrutiny Unit	Ongoing	Examples include: Review of District Assemblies	Corporate Governance
32	Monitor equality performance management	Details of this action are included in the Crosscutting Action Plan action number 14			
33	Ensure through Equality Impact Assessments that all relevant Service Units have adequate (customer) monitoring systems in place, including for disability	Details of this action are included in the Crosscutting Action Plan action number 22			
34	Encourage the participation of disabled people in public life	Service Unit Managers	Ongoing	Ensure appropriate representation of disabled people on Council or Tameside Strategic Partnership bodies representing service users or the community. Examples include: Councillors Tameside Voice Tameside Citizens' Panel Attendance at Council meetings / District Assembly meetings Council consultation and engagement activities e.g. surveys and service user / focus groups Capacity building support to be provided by Tameside Third Sector Coalition	Supportive Communities

No.	Action	Service	Deadline	Comments	Community Strategy Link
35	Monitor and promote good consultation practice with disabled people, including making links with the voluntary and community sector	Policy Unit, Consultation Link Officer Group, Service Unit Managers	Ongoing	Services are encouraged to consult and engage disabled people in the decisions that affect them, so that decisions relating to disability may be based on evidence. Best practice is disseminated via the Consultation Link Officers Group.Guidance for the engagement and consultation of disabled people is published within the TMBC Consultation Strategy & Toolkit, and is included within the internal training programme being delivered in 2006/07.During 2007/08 a Disability Network was formed across Tameside to facilitate engagement with disabled residents.Examples include:Analysis of survey data by disability status (e.g. Residents' Opinion Survey, Citizens' Panel, Employee Survey)Involvement of disabled people in specific projects by services e.g. Social Care User Groups, Access to leisure facilities, Highways and access, Stamford Park Lottery bid (planned involvement)	Supportive Communities
36	Share learning and disseminate good disability equality practice across the Council	Equality Champions Group and Policy Unit	Quarterly	Examples include: Disability reports to Equality Champions Group, senior managers, service units Articles in the Wire on disability	Supportive Communities

No.	Action	Service	Deadline	Comments	Community Strategy Link
Specific Duty: Publish results of assessments, consultation and monitoring					
37	Publish all completed Equality Impact Assessments	Details of this action are included in the Crosscutting Action Plan action number 17			
38	Produce an annual Human Resources Equalities Report	Details of this action are included in the Crosscutting Action Plan action number 18			
39	Produce and publish an annual update of the Disability Equality Scheme action plan	Policy Unit	Annually in Dec	Involvement of disabled people in reviewing and monitoring the action plan will take place via the Disability Network.	Supportive Communities
40	Review and republish the Disability Equality Scheme	Policy Unit	Mar-09	Involvement of disabled people in reviewing the Disability Equality Scheme will take place via the Disability Network.	Supportive Communities

Part 8: Gender Equality Action Plan

Tameside Council recognises that as a part of meeting the Gender Equality Duty it must take steps to take account of the needs of men and women. Outlined in section 8.1 are some of the key steps that have been taken to promote gender equality since Tameside's Gender Equality Scheme was first introduced in March 2007.

8.1 Some achievements since last time

- The proportion of women amongst the top 5% of earners within the Council is increasing – women occupy almost half of most senior positions at Tameside Council
- The Tameside School Sports Partnership has invested over £13,000/year of Big Lottery Fund resources to roll out the 'Healthworks' programme targeting teenage girls age 13-15years. The programme has attracted over 250 girls who are not currently participating in sport or active recreation
- Various initiatives have been introduced in local libraries and museums to attract more male visitors, including horror book collections, a graphic novels readers group, a 'Manga' comics group, and exhibitions on military history
- Tameside Council has continued to ensure that no households including children or pregnant women are accommodated in bed and breakfast or hostel accommodation

8.2 Major Findings of Consultation, Engagement Activity and Research

In order to ensure that Tameside is achieving measurable outcomes for people of both genders within Tameside, the annual update of the Gender Equality Scheme action plan has included engagement with a wide cross-section of different groups within Tameside. Feedback taken from this engagement activity and other research that has been carried out has been used to inform the development of actions to promote gender equality.

- Tackling the rate of teenage pregnancy remains a challenge in Tameside
- Recent consultation shows a concern for occupational segregation experienced by both women and men wishing to enter professions traditionally dominated by one gender.
- Unemployment is higher amongst men than women in Tameside which reflects the position in Greater Manchester as a whole although employment has increased in Tameside for both men and women
- Although improving, closing the gap in the educational attainment levels of boys and girls remains a priority, with girls continuing to outperform boys at Key Stage 2, Key Stage 3 and GCSE
- More girls than boys in Tameside enter further education, although the proportion of young people entering further education is increasing for both boys and girls
- Life expectancy for men is lower than for women in Tameside although the gap between men and women is narrowing

8.3 The Action Plan

8.3.1 Gender Equality Scheme Action Plan

No.	Action	Service	Deadline	Comments	Community Strategy Link
Community Outcomes					
1	Ensure that gender issues relating to violent crime are robustly addressed within the Violent Crime Steering Group	Community Safety	Annually from Mar-08	The Violent Crime Steering group will take action to address violent crime. The following issues will be addressed as a part of this groups activity: • Perceptions of safety • Actual safety • Differences for young men in terms of experience of assault and personal robbery •Differences for women in terms of rape and sexual assault	Safe Environment
2	Ensure Greater Manchester Police data relating to hate crime in Tameside is monitored by gender and action taken where appropriate	Details of this action are included in the Crosscutting Action Plan action number 26			
3	Take action to reduce the number of incidents involving a victim of domestic abuse that are reported to the Police within 2 to 6 months of the case being discussed at the Tameside Multi Agency Risk Conference (MARC)	Community Safety	Mar-10 and ongoing	Work will continue to take place within the Community Safety Unit to reduce repeat offences. This action also sits within Tameside's Local Area Agreement and progress will be monitored through the Local Area Agreement Steering Group, and the Safer and Stronger Communities Block group.	Safe Environment

No.	Action	Service	Deadline	Comments	Community Strategy Link
4	Increase security for older people by developing neighbourhood networks which support the security of older people	Community Safety	Mar-09	Promotion and uptake of a range of security measures (free of charge for vulnerable older people in Tameside aged 65+). Extend the use of the 'Good Neighbour Scheme' in Ashton Regeneration area – this is linked with alley-gating activity. Continue to support the 'First Call' service through Age Concern.	Safe Environment
5	Take actions to increase perceptions of safety for women	Community Safety and Cultural and Customer Services	Mar-08 and Ongoing	In order to address lower perceptions of safety for women within the community action will be taken through the Crime and Disorder Reduction Partnership, this will include working towards the reduction of distraction burglary.	Safe Environment
6	Encourage the use of 'Secure by Design' accreditation to help ensure that crime prevention is taken into account within building design.	Development Control	Mar-08 and ongoing	Recommendations are made within the Planning approval process for individuals seeking Planning approval to seek 'Secure by Design' accreditation. This action will contribute both to reducing fear of crime which is of particular relevance to women and to reducing experience of crime which tends to have a greater impact on younger men.	Attractive Borough
7	Take action to encourage girls and young women to participate in physical activity	Cultural and Customer Services and Services for Children and Young People	Mar-08 and ongoing	In order to address lower levels of physical activity amongst girls and young women a programme of activity will take place that encourages the participation of young women and girls in sport and physical activity. It will be important to ensure that young women and girls in Tameside have equality of opportunity in this regard.	Healthy Population
8	Continue to improve GCSE attainment amongst groups that tend to achieve less well (Average Points Score)	Details of this action are included in the Crosscutting Action Plan action number 28			

No.	Action	Service	Deadline	Comments	Community Strategy Link
9	Carry out actions specified within the Children and Young People's Plan to help reduce school exclusion's and increase educational attainment, particularly for boys	Details of this action are included in the Crosscutting Action Plan action number 29			
10	Take action to reduce teenage pregnancy against national targets	Teenage Pregnancy Unit	March 08 and ongoing	A range of actions are taken to reduce teenage pregnancy, targeted towards both genders. Reduction in teenage pregnancy will continue to be monitored through existing performance indicators. Teenage pregnancy is a standing item on the Children and Young People's Partnership Board and is reviewed quarterly. Teenage pregnancy is also reviewed annually through Government Office Northwest and monitored quarterly	Healthy Population
11	Take action to increase the availability of activities and information on parenthood to fathers	Services for Children and Young People	Annually from Mar-08	Current information suggests that males are less likely to access services such as Sure Start or to access parenthood information. Actions will be taken to supplement existing activities to encourage take-up of information and services by males in the community.	Learning Community
12	Take action to increase the take-up of library and museums services by males	Cultural and Customer Services	Mar-08 and Ongoing	Current figures indicate a lower level of take-up of libraries and museums services from males. As a result actions will be developed to investigate the causes of this disparity and to take actions to address them.	Learning Community
Access to Services and Information					
13	Ensure all areas have robust systems for collecting and monitoring information relating to gender equality	All Service Areas	Mar-08 and Ongoing	Ensure consistency of customer and employee monitoring systems wherever reasonable across the organisation. Ensure systems are in place to analyse and use this information and that this process takes place.	Corporate Governance

No.	Action	Service	Deadline	Comments	Community Strategy Link
14	Continue to analyse evidence for, and respond to, possible or actual barriers to service delivery for both genders	Service Unit Managers, Policy Unit, and Equality Champions Group	Annually from Mar-07 and ongoing	This will take place using information from the following areas: Equality Impact Assessments Business Planning Actions Service User Consultation and Monitoring Human Resources data	Supportive Communities
15	Continue to record the gender of complainants and monitor complaints on the grounds of gender equality	Cultural and Customer Services	Mar-08 and ongoing	Ensure that figures are monitored monthly and issues are investigated and action taken as appropriate.	Corporate Governance
16	Ensure that all relevant new IT systems are capable of recording gender profile data	ICT andTransfor-mational Services and all Service unit Managers	Mar-08 and ongoing	The Customer Relationship Management system monitors uses corporate equality monitoring questions which include gender monitoring.	Corporate Governance
17	Make the Corporate Equality Plan (including the Gender Equality Scheme) available to the public	Details of this action are included in the Crosscutting Action Plan action number 2			
18	At each annual update of the Gender Equality Scheme take into consideration the need to add additional actions to the action plan based on consultation, monitoring and impact assessment data gathered over the past 12 months	Policy Unit	Annually from Mar-08	This action will be addressed as part of the annual progress update of the Gender Equality Scheme.	Supportive Communities

No.	Action	Service	Deadline	Comments	Community Strategy Link
Assessment of Consultation and Monitoring data					
19	Ensure all relevant consultation takes gender equality objectives into account and can be monitored by gender	Policy Unit and all Service Units	Mar-08 and Ongoing	Ensure that the Consultation Strategy is made available to employees wishing to carry out consultation. Use corporate equality monitoring questions to ensure consistency of data collection	Corporate Governance
20	Identify a rolling programme of Equality Impact Assessments to include PROPOSED and existing policies, functions and services	Details of this action are included in the Crosscutting Action Plan action number 25			
21	Complete identified Equality Impact Assessments	Details of this action are included in the Crosscutting Action Plan action number 15			
22	Monitor equality performance management and ensure that gender equality actions are taken where appropriate	Details of this action are included in the Crosscutting Action Plan action number 14			
23	Share learning and disseminate good gender equality practice across the Council	Equality Champions Group: Policy Unit Human Resources Organisational Development	Quarterly from April-07	This action will primarily take place through the quarterly meetings of the Equality Champions group and via information distributed from the Policy Unit, Human Resources and Organisational Development services.	Corporate Governance

No.	Action	Service	Deadline	Comments	Community Strategy Link
Publish results of assessments consultation and monitoring					
24	Publish all completed Equality Impact Assessments	Service Unit Managers and Policy Unit	Annually from Mar-08	Completed assessments carried out by services can be viewed on the Council's website at http://www.tameside.gov.uk/tmbc5/impact.htm	Supportive Communities
25	Produce an annual Human Resources Equality Report	Details of this action are included in the Crosscutting Action Plan action number 18			
26	Produce and publish an annual update of the Gender Equality Scheme Action Plan	Policy Unit	Annually from April-08	Published via Tameside's public website and made available to all Service Unit Managers.	Supportive Communities
27	Review and republish the Gender Equality Scheme	Policy Unit	Mar-10	Published via Tameside's public website and made available to all Service Unit Managers.	Supportive Communities
Employment and Training					
28	Identify barriers and potential barriers to employment and take appropriate steps to address them	Details of this action are included in the Crosscutting Action Plan action number 20			
29	Ensure that occupational segregation is robustly addressed in areas identified	Details of this action are included in the Crosscutting Action Plan action number 21			
30	Take action to raise awareness of gender equality considerations for all staff	Human Resources, Organisational Development and Policy Unit	Annually from Mar-08	In particular this action will involve ensuring that gender equality is addressed thoroughly through Equality Business Plans and within training provided. The action will also be achieved via the work of the Council's Equality Champions group.	Corporate Governance

No.	Action	Service	Deadline	Comments	Community Strategy Link
31	Make gender equality information available throughout the Business Planning Process	Human Resources	Annually from Jan-08	Gender equality monitoring data is made available within the business planning process to inform equality planning.	Corporate Governance
32	Monitor and take appropriate action to address harassment and discrimination on the grounds of gender	Human Resources	Ongoing	Including ensuring bullying and harassment procedures fully address sexual harassment. The Council's Employee Survey includes questions to monitor perceptions of harassment and results are analysed by gender. Specific issues are followed up by appropriate means. Service Area reports are created for senior managers.	Supportive Communities
33	Establish clear visible leadership on gender within the Council	Policy Unit	Ongoing	The equality agenda at Tameside is led by Cllr. M Sidebottom (Cabinet Secretary), on behalf of Cllr M Oldham, Cabinet Deputy (Co-ordination services). Responsibility for equalities lies with Steven Pleasant (Assistant Chief Executive, Executive Support). Activities are co-ordinated across services by the Equality Champions group. Regular reports on equality and diversity (including Gender) are made to Cllr. Sidebottom and the Executive Team. Regular reports on equality and diversity (including Gender) are made to Cllr. Sidebottom and the Executive Team.	Corporate Governance
34	Ensure that HR and OD processes take into account the needs and potential needs of transsexual staff.	Human Resources and Organisational Development	Mar-08 and Ongoing	Ensure that relevant HR policies include information on the needs of transsexual staff members	Supportive Communities
35	Ensure processes are in place to monitor and address gender equality within the procurement process	Procurement	Mar-08	Ensure training for staff involved in procurement is available and includes equality and diversity elements that take account of gender equality. Continue to ensure procurement processes address gender equality.	Corporate Governance

No.	Action	Service	Deadline	Comments	Community Strategy Link
36	Continue to monitor and take action to improve performance against national performance indicators relating to gender equality	Human Resources	Apr-08 and ongoing	Relevant Best Value Performance Indicators are monitored via quarterly performance reports to the Executive Team and Board, as well as via the Corporate Plan. A key indicator relates to the proportion of females amongst the top 5% of earners amongst Council employees.	Supportive Communities
37	Raise awareness amongst staff members of paternity leave provision and flexible working policy	Human Resources	Mar-08 and Ongoing	Information and briefing notes are available from Human Resources and provide information on paternity and maternity leave availability. Ensure that awareness continues to be raised (particularly amongst male staff members) of the Flexible Working Policy.	Supportive Communities
38	Review and update relevant gender equality Information and make it widely available to all employees	Policy Unit Human Resources Organisational Development	Annually from Jun-07	This action includes the provision of post recruitment statistics and workforce data relating to gender as well as to guidance and briefing notes on gender related areas to be produced by Organisational Development, Human Resources and Policy.	Corporate Governance
Equal Pay					
39	Ensure data is gathered on the extent and causes of the gender pay gap in the authority for full-time and part-time staff.	Human Resources	Autumn 2008	Including data on: • Pay systems • Impact of caring responsibilities • Occupational Segregation This action is being addressed via the authority's Equal Pay Review, which will be completed in 2008.	Corporate Governance
40	Carry out actions to reduce pay gap resulting from the Equal Pay Review	Human Resources	Autumn 2008 and Ongoing	This action will take place following completion of the Equal Pay Review in 2008	Corporate Governance

Part 9: Programme of Equality Impact Assessments

As a part of Tameside's commitment to equality and diversity the authority is undertaking an ongoing programme of equality impact assessments. Policies, strategies n functions to be impact assessed are identified within the annual business planning programme based on the impact that these policies strategies an functions are judged to have on different community groups within the annual business planning process. A list of equality impact assessments that are planned by Tameside Council in 2008/09 will be published on the council's websites as an appendix to the Corporate Equality Scheme each year.

All completed Equality Impact Assessments are available via Tameside's public website at the following location: http://www.tameside.gov.uk/tmbc5/impact.htm

The list will include updates to show which impact assessments have been completed in each year as well as those planned for the coming year.

Appendix A

Services	Relevance to the General Duty to Promote Race Equality		Impact on Race Equality		
	What degree of relevance does the Service Unit have to the General Duty? 0 = None 1 = Very Little 2 = Some 3 = A lot	**Which of the 3 aspects of the duty does the work of this Service Unit relate to (if any at all)?** 1 = Eliminating Discrimination 2 = Promoting Equal Opportunities 3 = Promoting Good Race Relations	**Please State any work group with a much higher relevance than the rest of the Service Unit**	**Is there evidence or reason to believe there is a negative affect on some ethnic groups through the operation of your service – yes/no** If yes please add the ethnic groups affected	**How much service based evidence do you have to be able to judge the service's impact on Race Equality?** 0 = None 1 = Very little 2 = Some 3 = A lot
Executive Support					
Community Safety	3	1,3	Work on hate crime, Tameside Patrollers	No	3 = CSU 2 = Patrollers 2 = Quality Auditors
Executive Support	1	1		No	2
Neighbourhood and Community Services					
Sports and Physical Activity	2	2		No	2 through EIA
Arts and Events Management	2	2,3		No	2
Countryside	2	2		No	3
Museums and Galleries	2	2,3		No	2
Customer Services and Libraries	3	1,2,3	Service delivery and inclusion	No	2
District Assemblies	2	2,3		No	2
Ashton and Droylsden	2	2,3		No	1
Denton, Audenshaw and Dukinfield	2	2,3		No	1
Hyde, Longdendale, Hattersley Mossley and Stalybridge	2	2,3		No	1
Central DA services	2	2,3		No	2
Parks and Land Management	2	2,3		No	1
Benefits and Support Services	2	2	Benefits and Benefit Fraud	No	1
Revenues	1	2		No	2
Design Print and Distribution	1	1,2		No	0
Adults					
Older People's Services	2	1,2,3	Maddad Gar	No	2

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Services	Relevance to the General Duty to Promote Race Equality		Impact on Race Equality		
	What degree of relevance does the Service Unit have to the General Duty? 0 = None 1 = Very Little 2 = Some 3 = A lot	**Which of the 3 aspects of the duty does the work of this Service Unit relate to (if any at all)?** 1 = Eliminating Discrimination 2 = Promoting Equal Opportunities 3 = Promoting Good Race Relations	**Please State any work group with a much higher relevance than the rest of the Service Unit**	**Is there evidence or reason to believe there is a negative affect on some ethnic groups through the operation of your service – yes/no** If yes please add the ethnic groups affected	**How much service based evidence do you have to be able to judge the service's impact on Race Equality?** 0 = None 1 = Very little 2 = Some 3 = A lot
Adult Services - Learning Disabilities, Mental Health and Physical Disabilities	2	1,2,3	Maddad Gar 2 – commissioned services 2 – employment of staff	No	2
Community Legal Services	2	1,2,3		No	2
Finance	0	None		No	0
Services for Children and Young People					
School Improvement	3	1,2,3	EMAT	No	2
Finance and Buildings	2	1,2	Buildings and school catering have a more significant impact	No	2
Strategy and Commissioning	1	1,2,3	Supported assessments, SLA with Social Care and Health		0
Youth Offending Team	3	1,2,3		Yes, BME groups	2
Access and Equality	2	1,2,3	Work of Equalities Officer	No	2
Inclusive Services	2	1,2,3		No	2
Youth Services	3	1,2,3		No	2
Children's Social care	2	1,2		No	2
Economy and Environment					
Engineers Development	2	2		No	1 (recruitment and selection)
Engineers Design	1	2		No	0
Engineers Operations	1	2,3		No	1 (customer feedback sheets)
Transport	1	2,3	Community Transport	No	1 (customer profile)

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Services	Relevance to the General Duty to Promote Race Equality		Impact on Race Equality		
	What degree of relevance does the Service Unit have to the General Duty? 0 = None 1 = Very Little 2 = Some 3 = A lot	**Which of the 3 aspects of the duty does the work of this Service Unit relate to (if any at all)?** 1 = Eliminating Discrimination 2 = Promoting Equal Opportunities 3 = Promoting Good Race Relations	**Please State any work group with a much higher relevance than the rest of the Service Unit**	**Is there evidence or reason to believe there is a negative affect on some ethnic groups through the operation of your service – yes/no** If yes please add the ethnic groups affected	**How much service based evidence do you have to be able to judge the service's impact on Race Equality?** 0 = None 1 = Very little 2 = Some 3 = A lot
Licensing and Enforcement	2	2	Food Service , Taxi Licensing	No	1 (customer profile)
Operations and waste Management	2	2,3	Bereavement services	No	2 (customer profile)
Architecture	1	2		No	1
Estates and Valuation	1	2		No	1
Facilities Management	2	2,3	Community Buildings	No	2 (room hire)
Markets	2	2,3		No	2 (commodity balance)
Strategic Planning	1	2		No	0
Development Control	2	2		No	1
Building Control	1	2		No	1
Community Economic Development	2	2,3		No	2 (customer profile)
Business Initiatives	2	2,3	Enterprise Team	No	1 (customer profile)
Housing Services:- Supporting People	2	1,2,3	Supporting People	No	2 (customer profile)
Community Regeneration	3	1,2,3,	Ashton Regeneration	No	2 (customer profile)
Hattersley Neighbourhood	2	1,2,3		No	2 (customer profile)
Borough Treasurer					
Accountancy and Treasury management	1	2		No	1
Risk Management Audit and Insurance	1	2		No	1

Appendix A

Services	Relevance to the General Duty to Promote Race Equality		Impact on Race Equality		
	What degree of relevance does the Service Unit have to the General Duty? 0 = None 1 = Very Little 2 = Some 3 = A lot	**Which of the 3 aspects of the duty does the work of this Service Unit relate to (if any at all)?** 1 = Eliminating Discrimination 2 = Promoting Equal Opportunities 3 = Promoting Good Race Relations	**Please State any work group with a much higher relevance than the rest of the Service Unit**	**Is there evidence or reason to believe there is a negative affect on some ethnic groups through the operation of your service – yes/no** If yes please add the ethnic groups affected	**How much service based evidence do you have to be able to judge the service's impact on Race Equality?** 0 = None 1 = Very little 2 = Some 3 = A lot
People and Performance					
Training and Organisational	3	1,2,3		No	2
HR Strategy and Support	3	1,2,3		No	3
Occupational Health and Health and Safety	0		Org. Dev, HR Operations and Strategy and Policy	No	0
HR operations	3	1,2,3		No	2
Policy and Performance					
Policy	3	1,2,3		No	3
Procurement	2	1,2		No	2
Scrutiny	3	1,2,3		No	2
Marketing and Communications	2	1,2,3	Marketing (rather than tourism)	No	1
Pensions					
Pensions Accountancy	0	0		No	0
Pensions Investment	0	0		No	0
Pensions Office	1	1,2		No	2
Property Investments	0	2		No	1
Pension Fund Legal	0	2		No	1
Borough Solicitor					
Democratic Services	2	1,2		No	2

Appendix A

Services	Relevance to the General Duty to Promote Race Equality		Impact on Race Equality		
	What degree of relevance does the Service Unit have to the General Duty? 0 = None 1 = Very Little 2 = Some 3 = A lot	**Which of the 3 aspects of the duty does the work of this Service Unit relate to (if any at all)?** 1 = Eliminating Discrimination 2 = Promoting Equal Opportunities 3 = Promoting Good Race Relations	**Please State any work group with a much higher relevance than the rest of the Service Unit**	**Is there evidence or reason to believe there is a negative affect on some ethnic groups through the operation of your service – yes/no** If yes please add the ethnic groups affected	**How much service based evidence do you have to be able to judge the service's impact on Race Equality?** 0 = None 1 = Very little 2 = Some 3 = A lot
Registrars	2	1	1	No	2
Legal Services	1, 3 (emp advice)	1,2	Employment Law Advisor/s	No	2
ICT and Transformational Services					
ICT Support Services	1	1,2		No	1
ICT Technical and Development	1	1,2	Website and Development of New Systems	No	2
Business Support	1	1,2	Complaints Function	No	2

Appendix A

Policies	Relevance to the General Duty to Promote Race Equality		Impact upon Race Equality	
	What degree of relevance does this Policy have to the General Duty? 0 = None 1 = Very little 2 = Some 3 = A lot	**Which of the 3 aspects of the duty does the work of this Policy relate to (if any at all)?** 1 = Eliminating Discrimination 2 = Promoting Equal Opportunities 3 = Promoting Good Race Relations	**Is there evidence or reason to believe that some ethnic groups could be negatively affected by this – yes/no?** If yes please specify the ethnic group affected	**How much evidence do you have on it's impact on Race Equality?** 0 = None 1 = Very little 2 = Some 3 = A lot
Executive Support				
Recruitment and Selection	3	1,2	No	2
Crime and Disorder Reduction Partnership Plan 2008 - 2011	3	1,2,3	No	3
Emergency Plan	2	1	No	2
Tameside Alcohol Strategy 2008	3	1,2,	No	3
Domestic Violence Strategy 2005 - 08	3	1,2,3	No	3
Anti-Social Behaviour Strategy	2	1,2,3	No	3
Annual Treatment Plan For Substance Misuse	3	1,2	No	2
Crime and Disorder Reduction Partnership Annual Opportunities Strategy	3	1,2,3	No	2
Tackling Violent Crime Strategy 2007	3	1,2,3	No	3
Neighbourhood and Community Services				
Sports and Physical Activity Strategy	2	2	No	2 - through EIA
Sports Facilities Strategy	2	2	No	1
Countryside strategy	2	2	No	2

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Nature Conservation Strategy	2	2	No	0 - An EIA will be completed
Museums and Galleries Annual Plan	2	2	No	0
Acquisitions and Disposal Policy	2		No	0 - This will be furthered evidenced in an EIA
Education Policy	2	2,3	No	1
Museums and Galleries Strategy	2	2,3	No	0
Ashton Town Centre Strategy	3	1,2,3	No	2
Droylsden Town Plan	2	1,2,3	No	0
Ashton Town Plan	2	1,2,3	No	0
Denton and Audenshaw Town Plan	2	1,2,3	No	0
Dukinfield Town Plan	2	1,2,3	No	0
Hyde Town Plan	2	1,2,3	No	0
Stalybridge Town Plan	2	1,2,3	No	0
Longdendale and Hattersley Area Plan	2	1,2,3	No	2
Health and Safety Policy	2	2	No	0
Green Space Strategy	2	1,2,3	No	2
In-bloom strategy	2	2,3	No	0

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Local Housing Allowance	2	1, 2	No	1 through EIA
Joint Investment Plan, Older People	2	2	No	0
Service Eligibility Criteria Adult Services	2	1,2,3	No	0
Service Eligibility Criteria Learning Disabilities	2	1,2	Yes - People with learning disabilities and their carers	0
National Service Framework Mental Health: Local Implementation Plan	2	1,2	No	0
Joint Investment Plan; learning disability	2	1,2	Yes, People with learning disability and their carers from ethnic minorities	0
Carers Joint Strategy	2	1,2,3	No	3
Better Care, higher Standards: Long Term Care Charter	2	2	No	0
NHS Plan: Implementation Programme	2	1,2	Yes – hard to reach communities	1
Health Improvement and Inequalities Strategy	3	None	No	1
Quality Strategy for Social Care	2	1,2	Yes – hard to reach communities	1
Social Services Charging Policy	0	None	No	0

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Information for the Public in the Public Information Strategy	2	1,2	Yes – hard to reach communities	1
Services for Children and Young People				
Financial Regulations	0	None	No	1
Procurement Standing Orders	2	1,2	No	1
Code of Corporate Governance	0	None	No	1
Risk Management policy and strategy	0	None	No	1
Recruitment and Selection	3	1,2,3	No	3
Asset Management Planning	0	None	No	1
TMAT / CDU Tameside School Improvement Plan	3	2	No	3
EMAT Admissions Policy	3	1,2,3	No	2
Service Level Agreement for work with Schools	3	1,2,3	No	2
Training programme	3	1,2,3	No	1

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Music Service Policies / strategies	1	2	no	1
School Library Service Book Selection Policy	3	1,2,3	No	2
Planning of School Places School Organisation Plan	1	1,2	No	2
School Admissions Published Admission Arrangements	1	1,2	No	1
Parent Partnership Operational Policy	3	1,2,3	No	2
IPS (Independent Parental Supporter) Policy	3	1,2,3	No	1
Interpreters Agreement	3	1,2,3	No	2
Choice Advice Service Operational Policy (to be finalised)	3	1,2,3	No	2
Choice Advice Service Interpreters Agreement	3	1,2,3	No	2

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Post 16 Learning policies / strategies	3	1,2,3	No	2
School Attendance Strategy	2	1,2,3	No	2
Extended Schools Strategy	3	1,2,3	No	1
Services for Children and Young People Equalities Strategy	3	1,2,3	No	2
Children's Centres Child Care Sufficiency	2	1,2,3	No	1
Young Carers Strategy	2	2	No	1
Early Years Strategy	1	2,3	No	1
Inclusion Policy	3	1,2,3	No	2
Children with Disabilities strategy	2	1,2,3	No	2
Support to Pupils with additional needs or disabilities policies / strategies	2	1,2	No	1

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Statutory Assessment of SEN policy	1	1	No	1
Behaviour Strategy	2	1,2,3	No	2
Youth Strategy	1	2,3	No	2
Staff Development Policy	1	2	No	2
Early Years Development and Childcare Plan	2	1	No	2
Educational Development Plan	3	1,2,3	No	3
Lifelong Learning Development Plan	3	1,2,3	No	3
Children's Services Plan	2	1,2	No	0
Quality protects Programme: Transforming Children's Services	2	1,2	Children from ethnic minorities underrepresented in some services	0
Service Eligibility Criteria Children's Services	2	1,2	No	0
Workforce Development strategy	2	1,2,3	No	2
Parent support strategy	3	1, 2	No	0

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Play strategy	3	2,3	No	0
CYP Participation strategy	3	2	No	1
CYP Plan	3	1,2,3	No	2
Area Coordination Plan	2	2	No	0
Information sharing for Assessment	1	2	No	0
Public Information strategy	3	1, 2	No	0
Children's Needs Framework	2	2	No	1
Commissioning strategy	2	2	No	0
Economy and Environment				
Walking in Tameside	1	2	No	1
Cycling in Tameside	1	2	No	1
Local Transport Plan	1	2	No	1
GMPTA – Promoting Public Transport Policy	2	2	No	1
Decrim. Parking	1	2	No	
Contaminated Land Strategy	1	None	No	0

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Strategy				
Recycling Plan	2	2	No	1
Greater Manchester Air Quality Strategy	1	None	No	0
Corporate Asset Management Plan	1	2	No	0
Market Regulations	2	1,2,3,	No	1 (racial abuse complaints)
Trees and Woodland Strategy	0	0	No	0
Unitary Development Plan	0	0	No	0
Residential Development Guide	0	None	No	0
Trees and Landscaping SPD	0	None	No	0
Guide for Developer Contributions	0	None	No	0
Sustainable Design and Construction	0	None	No	0
Hattersley Supplementary Planning Guidance	0	None	No	0
Brookbottom Development Bid	0	None	No	0
Conservation Strategy (Buildings)	1	2	No	0
Greater Manchester Economic	1	2	No	1

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Economic Development Plan				
Tameside Economic Development Strategy	3	1,2,3,	No	1
Compact with the Voluntary and Community Sector	3	1,2,3	No	2
Enterprise Strategy	2	1,2,3	No	2
Housing Strategy : including Supporting People Strategy & Homelessness	2	1,2,3,	No	3
Ashton Regeneration	3	1,2,3	No	3
Denton South Regeneration	2	1,2,3	No	2
Smallshaw Hurst Regeneration	2	1,2,3	No	2
Newton Hyde Regeneration	2	1,2,3	No	2
Ridgehill Stalybridge Regeneration	2	1,2,3	No	2
Droylsden East Regeneration	2	1,2,3	No	2
Hattersley Business Plan	2	1,2,3	No	1

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Collaboration Agreement	2	1,2,3,	No	1
Development Plan	2	1,2,3,	No	1
Borough Treasurer				
Procurement Standing Orders	1	None	No	0
Financial Regulations	0	None	No	0
Audit Manual	0	None	No	0
Code of Conduct for Investigations	1	1	No	0
Anti Fraud & Corruption Strategy	1	1	No	0
Code of Corporate Governance	1	2&3	No	0
Risk Management Policy & Strategy	0	None	No	0
People and Performance				
Harassment Guidelines	3	1,2,3	No	2
Acting up and Honorarium Payments	1	1	No	1
Disciplinary & Grievance	3	1,2,3	No	3
Adoption Guidelines	0	None	No	0
Changing Work locations	0	None	No	0
Employee Benefits	0	None	No	0

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Employees undertaking work for other organisations	0	None	No	0
Flexible Working	1	1,2	No	0
Grading of Posts	1	1	No	0
Politically Restricted Posts	0	None	No	0
Secondments	1	2	No	0
Contractor Permit to Work	1	1,2	No	0
Recruitment and Selection Guidelines	3	1,2,3	No	2
HR Planning	2	1,2,3	No	2
Maternity Guidelines	0	None	No	1
Mobile Phones	0	None	No	0
Paternity Guidelines	0	None	No	0
Team Briefing Guidelines	0	None	No	0
Parental Leave Guidelines	1	1,2	No	0
Working Time Regulations	2	1	No	0
School Policies	3	1,2,3	No	2
Ill Health Retirement	1	1	No	0
Early Retirement	0	None		0
Annual Leave Admin Arrangements	0	None	No	0
Whistleblowing	2	2	No	0
Management Development Strategy	2	2	No	1

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Member Development Strategy	0		No	
Think Customer Strategy	1	2	No	1
Apprentice Programme	1	2	No	1
EDR Guidance	1	1,2	No	1
Health & Safety at work	0	None	No	1
Manual Handling	0	None	No	0
Health and Safety Policy Statements	0	None	No	0
Induction Checklists for Agency / Temporary Workers	0	None	No	0
Stress management	0	None	No	0
Smoke Free Policy	0	None	No	0
VDU and screen based equipment guides	0	None	No	0
Work at Height Guides	0	None	No	0
Physiotherapy Guides and referral process	0	None	No	0
Fire Policies	0	None	No	0
Firework display guides	0	None	No	0
Hand Arm Vibration guides	0	None	No	0

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Lone working guides	0	None	No	0
Call centre guides	0	None	No	0
Electrical safety guides	0	None	No	0
Keep Safe induction Booklet	0	None	No	0
Wellbeing at work	2	1,2	No	0
Fairgrounds Guide	0	None	No	0
Risk Assessment Guides	0	None	No	0
Legonella Management guidelines	0	None	No	0
Construction Design and Management Guides	0	None	No	0
Control of Substances Hazardous to Health Guides	0	None	No	0
Noise Management guides	0	None	No	0
First Aid Training	0	None	No	0
Health and Safety Training	0	None	No	0
Accident and Dangerous Occurrence reporting guides	0	None	No	0
Contractor Permit to Work	0	None	No	0

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Violence and Aggression Policies	0	None	No	0
Attendance Management	1	1	No	1
Contractor Health and Safety Assessment Process	0	None	No	0
Pre-employment screening	0	None	No	0
Counselling Service Provision	0	None	No	0
Provision of health education initiatives and information	0	None	No	0
Asbestos Management Guidelines	0	None	No	0
Alcohol and substance abuse policy	1	1	No	0
Policy and Performance				
Communications Strategy	3	2,3	No	1
Marketing Strategy	3	1,2,3	No	3
Tourism Strategy	3	2	No	1
Customer Service Standards	3	1,2,3	No	2

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Scrutiny Review Scoping Policy	2	1,2,3	No	2
Performance Data Strategy	0	N/A	No	0
Local Area Agreement	2	2,3	No	2
Gender Equality Scheme	2	1,2	No	2
Disability Equality Scheme	2	1,2	No	2
Corporate Equality Plan	3	1,2,3	No	3
Race Equality Scheme	3	1,2,3	No	3
Community Strategy	3	1,2,3	No	3
Corporate Plan	3	1,2,3	No	3
Consultation and Engagement Strategy	3	1,2,3	No	3
Compact for Community Development	3	1,2,3	No	3
Procurement Strategy	3	1,2,3	No	1 The strategy is a new therefore no evidence has yet been gathered
Pensions				
Asset Security and Compliance	0	None	No	0
Investment Strategy and Implementation	0	None	No	0
Website	2	1,2	No	1
Combined Benefit Illustration	2	1,2	No	1

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HMRC / LGPS regulatory changes	0	None	No	0
Pensions Office Policy	1	1	No	1
ICT and Transformational Services				
e-Tameside Strategy	3	1,2	No	2
ICT Strategy	0	None	No	0
Security Policy	0	None	No	0

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