

Annex A to the Action Plan Arising from the Annual Audit Letter of the District Auditor

CYC action plan regarding Equality Impact Assessing key policies strategies and plans 2008/9

1. CYC will concentrate on EIAs of key policies strategies and processes as agreed by DMTs in Dec/Jan 2007/8 . These can be found on our intranet.
2. Regarding each of the selected policies strategies and plans, there are a number of options as to what to equality impact assess. These are:
 - a. The process of arriving at a policy/strategy/plan
 - b. The contents of the policy/strategy/plan
 - c. Specific processes (or changes to specific processes) which arise from the policy/strategy/plan.
3. We shall focus on identifying and dealing with disability, race, gender issues at first instance. These are most relevant when we take into account York's demographic profile from the census in 2001. Further we have a legal duty to do EIAs around gender, race and disability.
4. Where we have baseline data and/or it is relevant (for example as in the case of the Lifelong Learning and Culture Service Plan), we shall cover sexual orientation and religion & belief as well.
5. Between June and the 2nd week in October 2008, we shall complete desk-top EIAs, with action plans in response to issues identified in each EIA. **“Completed” EIAs must be checked by the corporate Equalities team before progressing past this point.**
6. During the first week in November, the Equalities team will organise an event (the “EIAs Fair”) where representatives from community groups which are involved in the Social Inclusion Working Group will be invited to attend and "equality-proof " the EIAs and arising action plans.
7. Between November and December 2008, finalised EIAs with action plans will be taken to DMTs or relevant partnership boards for sign-off
8. January 2008 and beyond, action plans arising from each EIA will begin to be implemented.

Reporting Officer
Evie Chandler (Chief Executive's)