

Appendix B – Summary of Consultation Feedback and Response

Some of the sections of the Equality Scheme feel 'heavy'.	A short Executive Summary has been prepared to provide a simpler and more easily digested introduction.
More could be made of the benefits of equality and diversity within Sunderland and to celebrate diversity to enhance the city as a welcoming and open place for all.	The redraft of the document has additional sections in the introduction which highlights the benefits of equality and diversity and actions are included in the emerging action plan.
The progress and achievement made should be used as an opportunity to promote Sunderland outside of the city.	The emerging action plan will include actions which will promote Sunderland as a welcoming and opening place.
It is important to have accessible ways to contact the Council.	A section on customer service has been added, which includes accessible communications. The link between the Equality Scheme, the Customer Service Strategy, and customer complaints will be made to increase customer insight.
Recognition that some protected characteristics are visible and others invisible.	Equality profiles will be adjusted to reflect issues relating to 'visibility'. Awareness of issues relating to visibility will be integrated into equality training.
Safety and perceptions of safety were raised as a significant issue for a number of people with protected characteristics.	The section on ARCH hate incident reporting has been strengthened and further actions to address the reporting of hate issues and the victim support that follows will be included in the emerging action plan.
Changes to welfare and financial reductions will have a significant impact on both demand for services and the ability of organisations to meet these.	This issue includes a number of issues beyond the scope of the Equality Strategy and the text has been changed to reflect this challenge.
Employment, training and volunteering opportunities are vital to individuals but prejudices can remain which prevent people from accessing opportunities.	An action to address prejudice in employment and volunteering opportunities will be included in the emerging action plan.

There is support for the wider aspects of equality such as poverty or living in areas of deprivation.	The section of the document has been further strengthened to explain clearly how this is already included in processes.
Scope for the profiles to be developed on an ongoing basis.	The profiles will be 'live' documents and will be developed through a process of improvement and consultation with the Equality Forums.

Appendix C: Equality Analysis Summary

Policy/Decision/Project/Activity Title:

Equality Scheme 2012-2016

Responsible Officer: Kirsty McNally, Associate Policy Lead for Communities and Equalities

3. Summary of Impacts and Response to Analysis

Please provide a summary of the overarching impacts that have been highlighted through the analysis process through the three questions below. It is important to recognise that individuals may belong to one or more of these characteristic groups and the combined impact could be greater than any single impact.

Who will the policy/decision/project/activity impact on and who will benefit?

The strategy will impact on all residents of the city with particular emphasis on those who share the protected characteristics.

Who will not benefit and why not?

N/A

Who should be expected to benefit and why don't they?

N/A

4. Response to Analysis, Action Plan and Monitoring,

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change, continue with the policy/action despite negative implications, adjust the policy/decision/action or stop the policy/action). Please indicate, using the list below, which is proposed.

- | | |
|---|--------------|
| No Major Change | (x) |
| Continue Despite Negative Implications | () |
| Adjust the Policy/Decision/Project/Activity | () |
| Stop | () |

Action Plan

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Ensure that up to date, comprehensive and more refined equality profiles for the protected characteristics are developed as these underpin the information necessary for equalities to become fully incorporated in the Council's and wider Partnership activities.	People & Neighbourhoods Team	Quarterly	As with the Scheme itself this will take place through the Corporate Communications Group and EMT, through the Leader and Deputy Leader as equalities portfolio holders and the Partnership Inclusive Communities Group
Revise and update equality analysis prior to the six month review and revision of the Equality Scheme itself.	People & Neighbourhoods Team	By September 2012	As above