

**EQUALITIES PANEL MEETING**  
**8<sup>th</sup> November 2004, Committee Room 2, The Guildhall**

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**6. SERVICE DELIVERY**

The purpose of this report is to update Equalities Panel on progress with the implementation of two key pieces of legislation, the Disability Discrimination Act 1995 and Race Relations (Amendment) Act 2000. Both of these pieces of legislation have significant implications for how the City Council delivers its services.

**6.1 DISABILITY DISCRIMINATION ACT**

The final duty of Part Three (relating to goods, facilities and services) came into force on 1<sup>st</sup> October 2004 requiring local authorities to make 'reasonable adjustments in relation to the physical features of their premises to overcome physical barriers to access.'

The Employers' Organisation diversity unit, DIALOG, makes the following recommendations for preparing for and implementing the duty. The table below records Cambridge City Council's progress.

1	<b>Make a commitment</b>	<ul style="list-style-type: none"><li>• Level 1 of Equality Standard reached</li><li>• Financial resources allocated</li></ul>	✓
2	<b>Disability awareness training for staff</b>	<ul style="list-style-type: none"><li>• Human Resources' equality training</li><li>• Staff induction equality sessions</li><li>• Community Development sessions</li></ul>	✓
3	<b>Steering Group</b>	<ul style="list-style-type: none"><li>• DDA Access Project Group established 2000</li></ul>	✓
4	<b>Read Code of Practice</b>		✓
5	<b>Undertake audit</b>	Completed	✓
6	<b>Access Improvement Plan</b>		✓
7	<b>Undertake improvements</b>	Completed, except for Car Parks: <ul style="list-style-type: none"><li>• Awaiting contractors to complete slopes at Lion Yard and longer steps at Grafton West</li><li>• Queen Anne Terrace in middle of rebuild, DDA changes part of plan of works.</li></ul>	
8	<b>Monitor and review process</b>	Last update reported to Equalities Panel in April 2004, and reviewed October 2004.	✓

## 9 Mainstream actions

Disability is part of the Equality Impact Assessment process, which will be council-wide by 2005. Outcomes will link into Departmental service and budget planning.

✓

## 6.2 EQUALITY IMPACT ASSESSMENTS

### Background

The need to do Equality Impact Assessments stems from the Race Relations (Amendment) Act 2000 and the Council's Race Equality Scheme. As the Council is committed to achieving Level 2 of the Equality Standard of which generic equality impact assessments are an integral part, and in recognition of the direction all equalities legislation is currently taking, the Council will carry out impact assessments on six areas of equalities: race, gender, disability, age, sexual orientation, and religion or belief.

An Equality Impact Assessment is a way to identify:

- whether a function, policy or proposed policy affects different groups of people in different ways
- any adverse impact the Council needs to correct
- improvements the Council needs to make in order to promote good relations between different groups.

There are three key questions to consider when carrying out the assessment:

- Does this service/policy/function help to eliminate unlawful discrimination?
- Does it promote equality of opportunity?
- Does it promote good relations between people of different groups?

Even if the Equality Impact Assessment reveals that there is no *adverse* impact, a policy or service needs to actively *promote* equality and good relations. If it does not, consideration must be given as to whether changes can be made in order to meet these legal duties.

Relevant service managers will undertake the assessments, with guidance and support available from Departmental Equalities Link Officers and the Strategy Officer (Equalities). Further specialist training and advice can be arranged as necessary.

### Process

The aim is to have a timetable of assessments plus corporate guidance concluded by the end of 2004, so that departments across the council can be engaged in EIAs early in 2005.

Some pilot partial EIAs are currently being undertaken, including Community Development Equalities Development Team, Open Spaces strategy, Local Plan, Noise Pollution, Community Safety and Licencing Policy.