

Comprehensive Equalities Scheme

Action Plan 2007-2010

The attached Action Plan lists key areas of Council service provision and identifies a programme for each to undertake an Equalities Impact Assessment. The programme has been formulated to recognise the priority of looking at services which could have a significant effect on equality as early as possible but also to avoid re-assessing too soon services which have been examined recently. The programme has also tried to take into account the cycle of service reviews that the Council adopted in December 2006 as Equalities Impact Assessments can best be undertaken as part of those reviews. The scope of some of these reviews has still to be finalised and so the programme is subject to alteration.

Similarly, the programme has also had regard to the schedule of inspections and external challenges which apply to Council services. Finally, the programme has taken on board the implications of the current re-organisation of the Council and tried to avoid setting the same assessment year for too many services from any one of the new Directorates. Equalities Impact Assessment work in the same

Also attached is a schedule of other actions designed to drive equalities forward in a cross service manner. These actions will be owned and monitored by the Corporate Equalities Group with progress being part of reporting to Cabinet and Harrow Strategic Partnership Board.

Schedule of Equality Impact Assessments

Directorate & Services covered	Functions to be reviewed		
	Years 1 2007/08	Year 2 2008/09	Year 3 2009/10
Community and Environment	<ul style="list-style-type: none"> • Grants to Voluntary and Community Organisations • Sports/Leisure • Arts and Culture <ul style="list-style-type: none"> ▪ Public Realm ▪ Economic Development 	<ul style="list-style-type: none"> • Adult Education • Community Safety • Drugs Action Team • Community Drugs Education • Planning and Development • Building Control Services • Environmental Enforcement 	<ul style="list-style-type: none"> • Libraries • Highways • Transport Policy • Traffic and Parking

Directorate & Services covered	Functions to be reviewed		
	Years 1 & 2 2007/08	Year 2 2008/09	Year 3 2009/10
Children's	<ul style="list-style-type: none"> • Children's Health and Social Care • School Improvement • Special Educational Needs 	<ul style="list-style-type: none"> • Youth Service • Intermediate Care • Youth Offending Teams • Visiting Teams 	<ul style="list-style-type: none"> • Educational Access

Directorate & Services covered	Functions to be reviewed		
	Years 1 & 2 2007/08	Year 2 2008/09	Year 3 2009/10
Strategy and Business Support	<ul style="list-style-type: none"> • Benefits Service • Emergency Planning • Complaints • Access Harrow and Customer Services • Audit and Monitoring • Pay and Conditions • Recruitment • Employee Relations • Procurement • Cemeteries 	<ul style="list-style-type: none"> • Business Regulatory services • Learning & Development • Revenue Services • Electoral Services • Registrar • e-Government • Land Charges • The Mayor's Office 	<ul style="list-style-type: none"> • Support Services • Community Plan/ Partnerships • Governance • Legal Services • Asset Strategy & Property Management • Equality and Diversity in Employment • Corporate Policy, Performance Management & Support • Communications and Marketing • Democratic Services

Directorate & Services covered	Functions to be reviewed		
	Years 1 & 2 2007/08	Year 2 2008/09	Year 3 2009/10
Adult's Services and Housing	<ul style="list-style-type: none"> • Homelessness and Emergency Accommodation • Housing Lettings • Repairs and maintenance • Private Sector Housing 	<ul style="list-style-type: none"> • Adult's Health and Social Care • Visiting Teams • Supported Housing • Caretaking and mediation 	<ul style="list-style-type: none"> • Adult Mental Health • Supporting People • Housing Management and Service Improvement • Housing Options •

Directorate & Services covered	Functions to be reviewed		
	Years 1 & 2 2007/08	Year 2 2008/09	Year 3 2009/10
Finance	<ul style="list-style-type: none"> • Financial Services 	<ul style="list-style-type: none"> • ICT 	