

Chorley Borough Council Equality Scheme Relevance Review 1 June 2005 to 31 May 2008- *DRAFT*

Function / Policy	Race		Disability		Gender	
	<i>Relevance</i>	<i>Priority</i>	<i>Relevance</i>	<i>Priority</i>	<i>Relevance</i>	<i>Priority</i>
<u>Corporate and Policy Services</u>						
Community Safety	M	M	M	M	L	L
Complaints Procedure	M	M	M	M	L	L
Production of Community Strategy/LA21	H	H	H	H	H	H
Strategic and Service Planning	H	H	H	H	H	H
Performance Indicators	L	L	L	L	L	L
Best Value	H	H	H	H	H	H
Community Consultation	H	H	H	H	H	H
Customer Care	H	H	H	H	H	H
Equal Opportunities	H	H	H	H	H	H
<u>CuDOSS</u>						
Civic Buildings	L	H	H	H	L	H
Member Services	H	M	H	M	M	M
Elections	H	H	H	H	M	H
Electoral Registration	H	H	H	H	M	H
Mayoral	M	L	M	L	M	L
Committee Admin	H	M	H	M	H	M
Lancastrian	H	H	H	H	L	H
Customer Services	H	H	M	H	M	H
FOI and DPA	L	L	L	L	L	L
Information Management	L	L	L	L	L	L
<u>Economic Regeneration</u>						
<u>Economic Development</u>						
Business Assistance	M	M	M	M	L	L
Inward Investment Promotion	L	M	L	L	L	L

Town Centre Support	M	M	L	L	L	L
Regeneration						
Countryside Management	L	L	L	L	L	L
Derelict Land Reclamation	L	L	L	L	L	L
Nature Reserves	M	L	M	L	L	L
Environmental Enhancement - Urban	M	L	L	L	L	L
Environmental Enhancement - Rural	M	L	L	L	L	L
Heritage Conservation	M	M	L	L	L	L
Town Centre Strategy	H	H	M	M	M	L
Transport	H	H	M	M	L	L
Major Projects	L	L	L	L	L	L
Preparation/Submission of Bids	L	L	L	L	L	L
Partnership/Outside Bodies	L	L	L	L	L	L
Environmental Services						
Recycling/Refuse	L	H	M	H	L	H
Public Conveniences	L	L	M	L	M	L
Environmental Protection	L	M	L	M	L	M
Food Safety	H	M	L	M	L	M
Occupational Health	L	L	M	L	L	L
Pest Control	L	L	L	L	L	L
Animal Welfare	L	L	L	L	L	L
Neighbourhood Warden Service	M	H	L	H	L	H
Finance						
Benefits Service and associated policies	H	H	H	H	L	H
Access to Information	H	H	H	H	L	L
Collection of Debts	L	H	L	H	L	H
Concessionary Travel	L	L	L	L	L	L
Financial Systems Strategy	L	H	H	H	L	H
Financial Strategy	L	H	L	H	L	H
Anti-Fraud and Corruption	L	H	L	H	L	H

Exchequer Services	H	H	H	H	L	L
Payroll	L	M	H	M	L	M
Housing Services						
Council House Rents	L	L	L	L	L	L
Council House Allocations	H	L	H	L	H	L
Cotswold Homeless Hostel	M	M	M	M	M	M
Sheltered Housing Schemes	M	L	M	L	M	L
Repairs and Maintenance	L	L	L	L	L	L
Housing Renewal Grants	M	M	M	M	M	M
Adaptations for Disabled Persons	H	H	H	H	L	L
Low Cost Housing	H	H	H	H	H	L
Tenant Support Services	L	M	L	M	L	M
Lifeline Units	L	L	L	L	L	L
Tenant Participation	H	H	L	L	L	L
Estate Management	H	H	H	H	L	L
Home Energy Efficiency	L	L	L	L	L	L
Housing Strategy	M	L	M	L	M	L
Housing Business Plan	M	L	M	L	M	L
Supporting People	M	M	M	M	L	L
Domestic Violence	H	H	H	H	H	H
Homelessness	H	L	H	M	H	M
Private Sector Housing Standards	H	L	L	L	L	L
Proposed Housing Stock Transfer	H	L	L	L	L	L
HR						
Absence	L	H	M	H	L	H
Alcohol and substances Policy	L	H	L	H	L	H
Bullying & Harassment	H	H	H	H	H	H
Capability Policy	M	M	M	M	M	M
Change Management	L	L	L	L	L	L
Disciplinary	L	H	L	H	L	H

First Aid Payments	L	L	L	L	L	L
Flexible Working	L	M	L	H	L	H
Flexitime	L	M	L	M	L	M
Grievance	H	H	H	H	H	H
Grievance for Leavers	M	M	M	M	M	M
Information & Consultation	M	L	M	L	M	L
Maternity	L	L	M	L	H	M
Maternity Support & Paternity Leave	L	L	M	L	H	M
Parental Leave & Adoption	L	L	M	L	H	M
Redundancy	L	H	L	H	L	H
Special Leave	L	L	M	L	M	L
Stress Guidelines	L	H	L	H	L	H
Whistleblowing	L	M	L	M	L	M
V time (Flexible working with option to return to existing hours)	L	L	L	L	L	L
Agency Staff	L	L	L	L	L	L
Annual Leave	L	L	L	L	L	L
Casuals	L	L	L	L	L	L
Code of Conduct for employees	H	H	H	H	H	H
Diversity & Equality	H	H	H	H	H	H
Induction Pack	L	L	L	L	L	L
Internet and e-mail acceptable use policy	L	L	L	L	L	L
Recruitment and Selection Code of Practice	H	H	H	H	H	H
Relocation Scheme	M	L	M	L	M	L
Reward and Recognition	H	L	H	L	H	L
Travel and Subsistence	L	L	L	L	L	L
Work Life Balance Policy	M	H	M	H	M	H
ICT Services						
Desktop ICT support	L	L	L	L	L	L
Business Process Transformation Support	M	L	M	L	L	L
Project Support	L	L	L	L	L	L

Telephony Provision & Support	M	M	M	M	L	L
ICT Information Security Policy	L	L	L	L	L	L
Customer Focussed Access & Service Design Strategy	H	H	H	H	L	L
ICT infrastructure support	L	L	L	L	L	L
ICT Procurement	L	L	L	L	L	L
ICT Security	L	L	L	L	L	L
ICT Strategic development	L	L	L	L	L	L
Web development	M	L	M	L	L	L
Systems integration	L	L	L	L	L	L
Software development	L	L	L	L	L	L
Legal Services						
Licensing Act 2003	H	H	H	H	L	L
Other Licensing including Hackney and Private Hire	H	H	H	H	L	L
Whistleblowing	M	M	M	M	M	M
Corporate Procurement Strategy	M	M	M	M	L	L
Leisure and Cultural Services						
Arts Development	H	L	H	L	H	L
Sports Development	H	L	H	L	H	L
Community Development	H	L	H	L	H	L
Astley Hall Museum & Art Gallery	H	M	H	M	H	M
Community Centres	H	M	H	M	H	M
Community Legal Service	H	L	H	L	H	L
Young People's Activities	H	H	H	H	H	H
Yarrow Valley Country Park	H	M	H	M	H	M
Duxbury Park Golf Course	H	H	H	H	H	H
Leisure Management	H	H	H	H	H	H
Cultural Strategy	H	H	H	H	H	H
Tourism	H	L	H	L	H	L

Planning Services						
Development Control	M	L	M	M	L	L
Building Control	M	L	M	M	L	L
Planning Policy	M	M	M	M	M	M
Property Services						
Maintaining property records	L	L	L	L	L	L
Purchase of property	L	L	L	L	L	L
Management of property	H	M	H	M	H	M
Letting & sale of property	H	M	H	M	H	M
Maintenance of Council buildings	L	L	L	L	L	L
Access to Council buildings	L	L	H	H	L	L
Development projects	L	L	H	H	L	L
Market stall lettings	H	M	H	M	H	M
Market management	H	M	H	M	H	M
Charity stall letting	H	M	H	M	H	M
Disability Liaison Group	L	L	H	L	L	L
Public Space Services						
Highway and drainage contractor	L	L	M	L	L	L
Winter maintenance contractor	L	L	M	L	L	L
Bereavement Services	H	H	H	L	H	L
Grounds and play areas maintenance contractor	L	L	M	L	L	L
Sports pitches maintenance	L	L	M	L	L	L
Parks and recreation grounds	H	M	H	M	H	L
Street cleansing	L	L	L	L	L	L
Transport management	L	L	H	L	L	L
Tree works	L	L	M	L	L	L
Landscaping	L	L	M	L	L	L
Open spaces, sports pitches	L	L	H	M	L	L
Play areas	L	L	H	M	L	L
Special events	L	L	M	L	L	L

Highway maintenance	L	L	H	M	L	L
Winter maintenance	L	L	M	L	L	L
Street lighting	L	L	M	L	L	L
Parking	L	L	M	M	L	L
Statutory highway matters	L	L	L	L	L	L
Traffic management	L	L	L	L	L	L
Accident investigation and prevention	L	L	L	L	L	L
Land drainage	L	L	L	L	L	L
Highway improvement schemes	L	L	M	L	L	L
Engineering Design	L	L	M	L	L	L
Allotments	L	L	M	M	L	L

Key: H = High, M = Medium, L = Low.

Timetable for Review

Each function/policy will be assessed, using the Council's Equality Impact Assessment Framework and Guidance, according to the following timetable:

Any function/policy classed as being of High relevance and/or High priority in relation to race and/or disability and/or gender will be reviewed by 31 May 2007.

Any function/policy classed as being of Medium relevance and/or Medium priority in relation to race and/or disability and/or gender will be reviewed by 31 May 2008.

Document Status

This document is in draft, currently undergoing consultation with Members, the Local Strategic Partnership, the Corporate Diversity Group, and various local community groups.