

Strategy, Information and Pensions

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The Strategy, Information and Pensions race, disability and gender equality schemes 2008-2011

About Strategy, Information and Pensions

Strategy, Information and Pensions consists of the Strategy Directorate the Information Directorate and Pensions Client Directorate. The Business Strategy and Operating Model Directorate joined Strategy, Information and Pensions on 1 April 2008. Their actions are not included in this version of the plan but will be in the next review. The Directorates are supported by a central Finance, Planning and Performance Division.

Our Strategy Directorate brings together strategic thinking and high quality analysis to improve the standard and consistency of key policy decisions being taken by the Ministers and senior officials. It supports delivery of the Department's Strategic Objectives by providing a challenge function to colleagues, exploring proposed future developments and analysing social, economic, demographic and customer service issues. It provides model development services to analysts thus improving the quality of decisions to key strategic questions. It delivers robust workload, caseload and expenditure forecasts to help drive forward the quality of public expenditure planning, resource allocation and strategy and policy development.

Our Information Directorate supports this by providing a central source of information used by DWP to deliver its objectives. This enables DWP to tackle poverty, helping people into work and reduce fraud and error. Information Directorate provides timely information on claims processing and changes of circumstances to help Jobcentre Plus and the Pension, Disability and Carers Service to deliver their services effectively.

Our Pensions Client Directorate leads the Government's drive to reform pensions, providing policy support and stewardship of the pensions Non Departmental Public Bodies, including the new personal accounts delivery authority (pada). Pensions Client Directorate has lead responsibility for the cross-government Public Service Agreement PSA 17 and Departmental Strategic Objective DSO4 over the period to 2010-11. Departmental Strategic Objective 4 requires us to **Promote independence and well-being in later life, continuing to tackle pensioner poverty and implementing pension reform.**

We also provide much of the analysis and information used across the Department and beyond to develop and implement policies that will help achieve the Government's aims of children free from poverty, learning for the future, and of adults employed, providing for children and saving for later life.

Inequalities due to disability, gender or race are one of the barriers to achieving those key aims and bringing about a society based on opportunity for all. One of our priorities therefore is to ensure that the policies for which we are responsible produce fair outcomes for all.

People's incomes in later life are largely decided by what they earn during their working lives. In the longer term, the key to reducing pension inequalities will be to make sure that all people have equal chances to work and to save for their retirement. Our colleagues in the Work, Welfare and Equality Group and in Jobcentre Plus therefore make an important contribution to achieving our objectives for tomorrow's pensioners.

Our main resource is our people. Valuing and promoting diversity amongst our staff to enable them to contribute to their maximum potential is not only right in principle but essential to enable us to deliver our challenging agenda.

Our policies

The challenges we are facing include:

- an ageing society which means: an older workforce, more pensioners and the need to encourage more people to save for retirement
- excluded groups missing out on the benefits of economic growth, such as ethnic minorities, disabled people and people in disadvantaged areas
- rising expectations: people demand greater control of their lifestyles and expect better services – including access to those services through the use of new technology.

We have therefore been addressing a range of significant issues affecting the current state and private pensions system. This led to the publication in May 2006 of the Pensions Reform White Paper, "Security in Retirement: towards a new pensions system" which made proposals for reforming the pension system to lay the foundation on which this generation and the next can work and save for a long and healthy later life. The Pensions Act 2007 focused mainly on state pensions reform but also set up the personal accounts delivery authority which has been tasked to deliver a new scheme of Personal Accounts. The legislation to set up the scheme is currently in Parliament and has completed Commons Committee stage.

Why reviewing disability and gender schemes early

In our equality schemes annual progress reports published in November 2007, we explained that we had decided to review all our equality schemes in 2008 for the following reasons:

Strategy, Information and Pensions

- race legislation requires race equality schemes to be reviewed by May 2008
- to take on board comments on our first disability and gender equality schemes
- to move towards our objective of mainstreaming and aligning with the usual April-March planning cycle used across government, and to align our cycle with the Spending Review cycle and
- to move towards a single equality scheme.

This will help to embed diversity and equality into the way we do business. As this review is significantly earlier than required for disability and gender, we discussed this decision with the Disability Rights Commission and the Equal Opportunities Commission before they became part of the Commission for Equality and Human Rights in October 2007. They supported the proposal to carry out the third year review early with a 'light touch' review of our disability and gender equality schemes at the same time as we review our race equality schemes.

Equal pay review

We undertake regular equal pay audits to review our pay policies and their application. Our pay statement is included in the chapter on Corporate Human Resources and in others across the Department where they have responsibility for recruiting professional staff.

Monitoring and evaluation

Our people

We monitor, analyse and evaluate a range of information on our staff to meet the specific requirements of the Race Relations Act, the Disability Discrimination Act and the Equality Act. This helps us to ensure that our staff from under-represented groups achieve equal outcomes and are able to fulfil their potential. Our employment data are reported in the chapter on Corporate Human Resources.

Our policies

Monitoring and evaluation systems are an integral part of new government policies and aim to assess whether the policies, and the way in which they are delivered, meet their objectives for the customer groups to whom they are aimed. Monitoring and evaluation form part of the equality impact assessments.

We will continue to use information from administrative data, customer research, surveys and stakeholder consultation and feedback to help us to monitor the impact of our policies.

Customer Consultation

The Department's Corporate Customer Affairs team is responsible for the coordination of customer service issues across the Department, including consultation and involvement activity with customer and welfare groups. Activities include the organisation of the DWP Annual Forum, Disability Forum, Inclusion Forum, Pensions Forum, Scottish Forum and Welsh Forum. These are all annual events. They also organise a number of quarterly meetings including the Policy and Strategy Forum and the Ethnic Minority Working Group. The objective of these is to hear and respond to concerns expressed by customer organisations and to proactively consult and involve individuals and groups with new departmental projects and initiatives.

Impact Assessments

We follow departmental processes to ensure that we assess new policies, and those under development, for their impact on equality. We are developing a timetable to impact assess all policies in existence prior to December 2006 and we will assess all our policies for their impact on:

- disability by December 2009 and
- gender by April 2010.

For the 2006 Pensions Bill we impact assessed proposals against gender and race and for the 2007 Pensions Bill we impact assessed proposals against gender, race and disability. We published a detailed gender (equality) impact assessment for both Pensions Bills. The Secretary of State committed to undertake a detailed gender analysis of measures in the 2006 Pensions Bill in advance of the Gender Duty due to come into force in 2007.

Published Impact Assessments

The following impact assessment has been published on the Department for Work and Pensions website.

<http://www.dwp.gov.uk/pensionsreform/pdfs/PensionsBillImpactAssessment-April2008-Full-document.pdf>

<http://www.dwp.gov.uk/pensionsreform/pdfs/GenderImpactAssessment-5-Dec2007.pdf>

Case Study

The Gender Impact Assessment was published alongside the Pensions Bill and provided a summary of the analysis that was conducted as an ongoing process throughout the development of the reform package. Gender considerations were taken into account throughout as the policy developed and decisions were made. In this way, the formal document – the Gender Impact Assessment of Pension Reform – in itself did not change any decisions, rather it served to document the analysis conducted under this informal process.

Our Staff

We have established a diversity network group to raise awareness of diversity issues and act as a bridge between Strategy, Information and Pensions and the DWP diversity groups.

We have also launched leadership and development programmes, which includes a programme of 360° feedback for our senior and middle managers to improve leadership and capability of all colleagues in the relevant grades, including women and under-represented groups. We encourage all our staff to participate in the annual DWP Staff Survey and take action on any areas of concern. We achieved a participation rate of over 80% in the most recent survey.

We achieved Investors in People re-accreditation in November 2006. In November 2007, we conducted an interim Investors in People review to ensure that we continue to provide effective leadership to our people, including meeting their learning and development needs which, in turn, helps us to deliver our business objectives.

Progress reporting and reviewing

We will assess progress and provide an update on outcomes and progress against action plans on a yearly basis in line with our business planning, performance management and reporting arrangements. We will revise and publish our action plans in accordance with legislation.

Contact details

We invite and welcome comments on our equality schemes.

We can be contacted by post:

Strategy, Information and Pensions (Equality Schemes)
3rd Floor,
The Adelphi,
1-11 John Adam Street,
LONDON,
WC2N 6HT

Annex 1 – Strategy, Information and Pensions assessment of functions and policies

Owner: Director General Strategy, Information and Pensions

Policies/Functions	Impact			Relevant Action Points			Timescales For Review And Monitoring
	Disability	Gender	Race	Disability	Gender	Race	
Pensions Client Directorate							
1. Promote independence and well-being in later life, continuing to tackle pensioner poverty and implementing pension reform	High	High	High	1, 2, 3, 4 & 5	1, 2, 3, 4, 5 & 6	1	Progress is reported and monitored quarterly through our performance management arrangements
Information Directorate							
2. To provide a central source of timely, relevant, high-quality data for use in management information, statistics, monitoring and evaluation	High	High	High			2, 3, 4 & 6	Progress is reported and monitored quarterly through our performance management arrangements

Policies/Functions	Impact			Relevant Action Points			Timescales For Review And Monitoring
	Disability	Gender	Race	Disability	Gender	Race	
3. To provide high-quality statistical analyses as the evidence base for both internal and external users to evaluate and monitor achievement of the Department's aims and objectives	High	High	High			2, 3, 4, 5 & 6	Progress is reported and monitored quarterly through our performance management arrangements
4. To design and implement quantitative statistical surveys that provide robust, externally validated, information to assess departmental targets on poverty, benefit take-up, fraud, error and other aspects of the benefit system.	High	High	High			2, 3, 4, 5 & 6	Progress is reported and monitored quarterly through our performance management arrangements
5. To be DWP's centre of expertise for Management Information to support the definition of needs and delivery of requirements within an appropriate strategy	High	High	High			2, 3, 4, 5 & 6	Progress is reported and monitored quarterly through our performance management arrangements

Policies/Functions	Impact			Relevant Action Points			Timescales For Review And Monitoring
	Disability	Gender	Race	Disability	Gender	Race	
6. To provide client level information services to support front-line business activities such as fraud investigation; customer targeting, working with partner organisations etc.	Medium	Medium	Medium				Progress is reported and monitored quarterly through our performance management arrangements
7. To deliver an IT infrastructure and service that links all parts of the business, enables the business to drive forward in meeting its goals and delivers innovation in the effective use of technology.	Low	Low	Low				Progress is reported and monitored quarterly through our performance management arrangements

Policies/Functions	Impact			Relevant Action Points			Timescales For Review And Monitoring
	Disability	Gender	Race	Disability	Gender	Race	
Strategy Directorate							
8. Provide model development services to analysts across the Department in order to improve the quality of key decisions as well as deploying modelling tools and techniques to answer key strategic questions.	Low	Low	Low				Progress is reported and monitored quarterly through our performance management arrangements
9. Deliver robust expenditure, caseload and workload forecasts to help drive up the quality of public expenditure planning and DWP strategy, policy and resource allocation.	Low	Low	Low				Progress is reported and monitored quarterly through our performance management arrangements

Priority Ratings

Key to high, medium or low

High actions included in the action plan that are being acted upon immediately or in the near future

Medium actions included in the action plan that require longer-term/ ongoing actions

Low actions not included in the action plan

Annex 2 – Race Equality Action Plan

Customers

Objectives	Activities required	Timescales	Outcomes	Progress
Make it easier for more people to save for their retirement	Deliver a new scheme of Personal Accounts	The legislation to set up the scheme is currently in Parliament	We estimate that between 6-9m individuals could benefit from the reforms we are taking through	The Pensions Act 2007 set up the personal accounts delivery authority (pada) to advise on the operational implications of personal accounts policy development. In the current Pensions Bill the remit of pada is extended to allow it to deliver the infrastructure for personal accounts. In carrying out this work pada will be required to have regard to certain principles. One of these is “diversity among members and future members of such a scheme should be respected”
	Automatic enrolment for employees into either the new personal accounts scheme or their own employer’s workplace scheme (providing it meets a minimum standard)			A Pensions Bill was introduced in December 2007. The new Bill is intended to place an obligation on employers to automatically enrol their employees into a qualifying pension scheme and, for the first time, to make mandatory employer contributions. Subject to that legislation, these obligations are expected to apply from 2012 An impact assessment for the Bill was published. A race impact assessment is part of that overall assessment

Objectives	Activities required	Timescales	Outcomes	Progress
Reform State Pensions so they are simpler, more generous, fairer and more accessible	<p>Reduce the number of years needed to qualify for a full Basic State Pension (BSP) to 30, and remove entry tests (initial contributions conditions) based on the need for a minimum number of years' contributions and one year of paid contributions</p> <p>Replace Home Responsibilities Protection (HRP) with new weekly credits for those caring for children or severely disabled people</p>	2010. A timescale will be published in the first review of the race equality scheme	More people should build up State Pension entitlement, including ethnic minority women	The Pensions Act 2007 received Royal Assent on 26 July 2007. Plans to implement the changes from 2010 onwards are on target

Objectives	Activities required	Timescales	Outcomes	Progress
Reform State Pensions so they are simpler, more generous, fairer and more accessible <i>(continued)</i>	(See above)	(See above)	Some groups of ethnic minority women (particularly Pakistani and Bangladeshi women) are less likely to be building up BSP entitlement through earnings than women on average, but are more likely to be building up HRP but you cannot get BSP through HRP and credits alone. Removal of the initial contribution conditions together with the replacement of HRP with credits may help such women build up State Pension entitlement	(See above)

Objectives	Activities required	Timescales	Outcomes	Progress
Include an ethnicity variable in statistical databases based on administrative data	Provide advice on the categorisations to be used. Once the information is actually collected and entered onto departmental systems, include the relevant variables in the standard extracts of data	Ongoing	The Department will be able to analyse some data by ethnicity	A master index of clients' ethnicity is now maintained and updated monthly. Clients' ethnicity data are derived from the Labour Market System and can be merged to other administrative datasets for statistical purposes
Include analysis by ethnicity in all standard publications based upon administrative data	Once availability of ethnicity data from each business becomes imminent, review publications to ensure that analysis by ethnicity is included where possible	Ongoing	Data will be published by ethnicity	For client groups where ethnicity is well recorded - published statistics include an ethnic variable. Namely, Jobseeker's Allowance claimants and Lone Parents on Income Support. For some benefit statistics, gaps in the availability of data on claimants ethnicity remains a barrier to publishing data. Development work to impute missing ethnicity has concluded that the underlying methodology is not sufficiently robust to merit publication at this time

Objectives	Activities required	Timescales	Outcomes	Progress
Include analysis by ethnicity in all standard publications based upon administrative data (<i>continued</i>)	Review whether currently available data from Jobcentre Plus administrative systems can be pooled across time periods to allow sufficient sample size for publication of some statistics by ethnicity	(See above)	(See above)	The pooling of data is being looked at and is still under discussion
Explore options for improving the ability to conduct poverty analysis by ethnicity	Include ethnicity in the specification of the analytical requirement in all appropriate newly-commissioned data collection exercises (for example pilots of new policies)	Ongoing	Will improve ability to monitor impact of policies on ethnic groups	This is now considered as general practice
	Research the costs of and additional benefits provided by pooling multiple years of data to allow poverty analysis of small subgroups, including ethnicity		Booster samples will increase the integrity of our data and enable assessment of impacts on ethnic groups	A thorough investigation was made on the volatility of poverty analysis by ethnicity. Users were also consulted to help decide the degree to which years should be pooled to publish multi-year averages for different client groups. As a result we have established a standard for presenting time series based on ethnicity

Objectives	Activities required	Timescales	Outcomes	Progress
Ensure that the Department's research programme is used to analyse the impact of the department's policies on race equality	Include an ethnicity dimension in the specification for all appropriate research and evaluation projects	Ongoing	We will be able to assess policies at inception to determine the impacts on ethnic minority groups	The new 'Wealth and Assets' survey which is supported by the Department and run by the Office for National Statistics has a large enough sample size to allow for analysis by ethnic groups. Results from wave 1 are expected in spring 2009
	Canvas views from customers of departmental research on information gaps in the race equality impact of departmental policies and service delivery	Annually, during the research programme development and approval process	We will address those areas identified by our customers as priorities for action	Data collected on ethnicity as part of the 'Attitudes to Pensions' survey, which was published in June 2007. The forthcoming Pension, Disability and Carers Service pensioners survey and 'Public Attitudes to Personal Accounts' survey are also capturing this information
	Include in the proposed research programme proposals for filling information gaps in the race equality impact of Departmental service delivery		Booster samples will increase the integrity of our data and enable assessment of impacts on ethnic groups	To ensure that appropriate evidence is gathered for future reviews of pensions we are developing a comprehensive evidence and data strategy which will outline the key questions that we anticipate will form the basis of any future reviews and how we intend to go about collecting evidence and data to answer these questions as and when they arise The evidence and data strategy was discussed as part of the Pensions Act 2007

Objectives	Activities required	Timescales	Outcomes	Progress
<p>Include in the annual round of priority-setting meetings with customers the option of developing a pooled multiple year poverty analysis for small subgroups</p>	<p>Include in the annual round of priority-setting meetings with customers the option of developing a pooled multiple year poverty analysis for small subgroups</p>	<p>Ongoing</p>	<p>Thorough consultation with stakeholders on whether poverty data should be pooled to enable statistically reliable ethnic breakdowns, in time for 2005/6 publication, in spring 2007</p>	<p>For the 2005/6 'Households Below Average Income' publication, released in spring 2007, we assessed with users the feasibility of publishing single year or multi-year ethnic breakdowns on poverty estimates. We have published single-year estimates for all groups apart from pensioners, which is based on a three year average</p>

Objectives	Activities required	Timescales	Outcomes	Progress
Ensure staff undertake a race impact assessment when devising new policies	Develop consultation guidance for the Department's staff on impacting diversity and equality	Ongoing	This guidance specifically advises staff to consult on the diversity and equality impact of policies and strategies and will take into account our responsibilities under the Race Equality Duty	<p>An equality impact assessment tool has been developed and is available through our staff intranet</p> <p>Awareness guidance on undertaking public consultations has also been published on our intranet site</p> <p>Our staff have attended equality impact assessment training and further workshops have been arranged</p> <p>Relevant officials working on the race impact assessment have already undertaken equality impact training</p> <p>A strategic document has been developed and is awaiting publication. The responsibility for this function has now transferred to the Communications Network</p>

Race Equality Action Plan

Staff

Objectives	Activities required	Timescales	Outcomes	Progress
Ensure that all staff are accountable for promoting equality of opportunity	Introduce a key work objective for all staff outlining their duty to promote diversity and equality	By April 2007	All staff will have a key work objective which places the onus on all of us to promote equality of opportunity	All staff have a diversity & equality element included within their annual key work objectives. All work objectives are reviewed twice a year in line with the Department's appraisal system
Raise awareness of the Race Equality duty and wider race issues through a programme of mandatory training and awareness	Deliver training to all staff on the specific requirements of the race equality duty: <ul style="list-style-type: none"> • For line managers • For all other staff 	By December 2006	Our people will be aware of and deliver their responsibilities to customers, stakeholders and colleagues	This training was completed by due dates
	Ensure training is accessible by new staff	Ongoing	Our business will be a place where everyone feels valued and treated with respect	Staff new to Strategy, Information and Pensions undergo an induction process with their line manager. Staff are directed toward the mandatory and optional Diversity training

Objectives	Activities required	Timescales	Outcomes	Progress
<p>Raise awareness of the Race Equality duty and wider race issues through a programme of mandatory training and awareness (continued)</p>	<p>(See above)</p>	<p>(See above)</p>	<p>(See above)</p>	<p>In our 2008 Staff Survey 75% of our staff indicated that they were treated with respect. From our recent Investors in People review in late 2007 a number of our people interviewed stated that they felt they were treated with fairness and respect, supported both in their work and as individuals and given recognition and praise from their colleagues</p> <p>Our continuous improvement process includes looking at our staff survey results each year, identifying key areas to take forward</p>
<p>Undertake regular consultations with staff</p>	<p>Establish diversity network groups in Information Directorate and Strategy Directorates</p>	<p>By end December 2006</p>	<p>All staff within Strategy, Information and Pensions will have the opportunity to influence and shape policies affecting them</p> <p>People will feel positive about diversity and the environment in which they work</p>	<p>We have now established our diversity network group</p> <p>The network group organised a diversity session using actors for the PCD conference in November 2007. Feedback was very positive with 164 of 187 people rating the content good or excellent, and 176 of 187 rating the delivery good or excellent</p>

Objectives	Activities required	Timescales	Outcomes	Progress
Improve the capacity of the Department to analyse its staff data by ethnicity	Produce a review of current use of staff data, producing recommendations as to how the data could be used to increase understanding of race equality in the Department's workforce management processes	Ongoing	We will support the Department's attempts to improve representation at senior grades by ensuring analysable data is available	A report on staffing by ethnicity (which meets Office for National Statistics ethnicity reporting standards) is available on the Department's information system. A training workshop is planned for end users to show how we can interrogate the system and share information with businesses
Improve leadership capability of all colleagues in the relevant grades through the Grade 6 and 7 Leadership Programme	Launch Leadership Programme for Grade 6s and 7s	By June 2007	All leaders will have the chance to improve their capability People will feel positive about diversity and the environment in which they work	Pilot cohort of 36 people (including women and minority ethnic staff) launched June 2007 and graduated on 18 March 2008. 2nd cohort of 32 (again including both groups) launched January 2008. A 3rd cohort is planned to launch June 2008 The programme will be evaluated using a range of methods including staff survey data and 360° feedback

Objectives	Activities required	Timescales	Outcomes	Progress
Improve capability of under-represented colleagues in grades EO-SEO through a Development Programme	Launch EO-SEO Development Programme	By February 2008	Colleagues in grades EO-SEO will have increased capability	The EO-SEO programme has been launched and we are planning to run two cohorts during the current financial year, covering approximately 70 staff in total. The 'Valuing People' compulsory module addresses diversity issues

Annex 3 – Disability Equality Action Plan

Customers

Objectives	Activities required	Timescales	Outcomes	Progress
Make it easier for more people to save for their retirement	Deliver a new scheme of Personal Accounts	The legislation to set up the scheme is currently in Parliament	We estimate that between 6-9m individuals could benefit from the reforms we are taking through	The Pensions Act 2007 set up the personal accounts delivery authority (pada), to advise on the operational implications of personal accounts policy development. In the current Pensions Bill the remit of pada is extended to allow it to deliver the infrastructure for personal accounts. In carrying out this work pada will be required to have regard to certain principles. One of these is “diversity among members and future members of such a scheme should be respected”

Objectives	Activities required	Timescales	Outcomes	Progress
<p>Make it easier for more people to save for their retirement (<i>continued</i>)</p>	<p>Automatic enrolment for employees into either the new personal accounts scheme or their own employer's workplace scheme (providing it meets a minimum standard)</p>	<p>The legislation to set up the scheme is currently in Parliament. We are currently at Committee stage. The delivery authority is reviewing the plan but we have a public commitment to go live in 2012</p>	<p>(See above)</p>	<p>A Pensions Bill was introduced in December 2007. The new Bill is intended to place an obligation on employers to automatically enrol their employees into a qualifying pension scheme and, for the first time, to make mandatory employer contributions. Subject to that legislation, these obligations are expected to apply from 2012</p> <p>An impact assessment for the Bill was published. A disability impact assessment is part of that overall assessment</p>

Objectives	Activities required	Timescales	Outcomes	Progress
Reform state pensions so that they are simpler and more generous to provide a solid foundation on which people can save	Streamline the contributions conditions for the Basic State Pension by reducing the number of years needed to qualify for a full pension to 30, and remove entry tests based on the need for a minimum number of years' contributions	2010. A timescale will be published in the first review of the disability equality scheme	This change will benefit those with broken work records due to caring responsibilities or disability for example	Pensions Act 2007 received Royal Assent on 26 July 2007. Plans to implement the changes from 2010 onwards are on target
Make the State Pension fairer and more accessible to the disabled and carers	Abolish the initial contribution conditions to the Basic State Pension Replace Home Responsibilities Protection with new weekly credits for those caring for children or severely disabled people	2010. A timescale will be published in the first review of the disability equality scheme	This change will benefit carers and those with broken career histories due to disability for example	We are consulting carers' organisations and other stakeholders on delivery options for the new carer's credit as part of the review of the 1999 carers' strategy led by the Department of Health. The review is due to be published in spring 2008

Objectives	Activities required	Timescales	Outcomes	Progress
Develop policies that will address critical policy areas without adversely affecting disabled people	Ensure that disability impact assessments are undertaken when policies are developed	Ongoing	Our policies will deliver their policy intent and we will not set conditions that adversely impact on peoples' ability to gain from the policy change	This work is undertaken as policies are developed
Ensure that staff undertake a disability impact consultation when devising new policies	Develop consultation guidance for staff on impacting diversity and equality	December 2006	This guidance specifically advises staff to consult on the diversity and equality impact of policies and strategies and takes into account the new duties under the Disability Discrimination Act	<p>An equality impact assessment tool has been developed and is available to staff through our intranet site</p> <p>Awareness guidance is also available on our staff intranet site</p> <p>Our staff have attended equality impact assessment training and further workshops have been arranged</p>

Objectives	Activities required	Timescales	Outcomes	Progress
Use the Department's research programme to assess the impact of departmental policies and their delivery on people with disabilities	Wherever appropriate, include a disability dimension in the specification for research and evaluation projects	Ongoing	Provide robust evidence contributing to assessment of the impact of the Department's policies for people with disabilities	Major surveys which the Department sponsors or contributes to - the new Wealth and Assets Survey, Family Resources Survey and the English Longitudinal Study of Ageing, contain standard questions on disability

Disability Equality Action Plan

Staff

Objectives	Activities required	Timescales	Outcomes	Progress
Raise awareness of the disability equality duty and wider disability issues through a programme of mandatory training and awareness	Deliver training to all staff on the specific requirements of the disability equality duty: <ul style="list-style-type: none"> • For line managers • For all other staff 	By December 2006	Our people will be aware of and deliver their responsibilities to customers, stakeholders and colleagues	This training was completed by due dates
	Ensure training is accessible by new staff	Ongoing	Our organisation will be a place where everyone feels valued and treated with respect	Staff new to Strategy, Information and Pensions undergo an induction process with their line manager. Staff are directed toward the mandatory and optional Diversity training

Objectives	Activities required	Timescales	Outcomes	Progress
Raise awareness of the disability equality duty and wider disability issues through a programme of mandatory training and awareness <i>(continued)</i>	(See above)	(See above)	(See above)	Our continuous improvement process includes looking at our staff survey results each year, identifying key areas to take forward
Undertake regular consultations with disabled staff	Establish diversity network groups in Information Directorate and Strategy Directorate	By end December 2006	All staff within our business will have the opportunity to influence and shape policies affecting them People will feel positive about diversity and the environment in which they work	We have now established our diversity network group The network group organised a diversity session using actors for the PCD conference in November 2007. Feedback was very positive with 164 of 187 people rating the content good or excellent, and 176 of 187 rating the delivery good or excellent

Objectives	Activities required	Timescales	Outcomes	Progress
Improve leadership capability of all colleagues in the relevant grades through the Grade 6 and 7 Leadership Programme	Launch Leadership Programme for Grade 6s and 7s	By June 2007	All leaders will have the chance to improve their capability People will feel positive about diversity and the environment in which they work	Pilot cohort of 36 people (including women and minority ethnic staff) launched June 2007 and graduated on 18 March 2008. 2nd cohort of 32 (again including both groups) launched January 2008. A 3rd cohort is planned to launch June 2008 The programme will be evaluated using a range of methods including staff survey data and 360° feedback
Improve capability of under-represented colleagues in grades EO-SEO through a Development Programme	Launch EO-SEO Development Programme	By February 2008	Colleagues in grades EO-SEO will have increased capability	The EO-SEO programme has been launched and we are planning to run two cohorts during the current financial year, covering approximately 70 staff in total. The 'Valuing People' compulsory module addresses diversity issues

Annex 4 – Gender Equality Action Plan

Customers

Objectives	Activities required	Timescales	Outcomes	Progress
Promote equality between men and women in relation to State Pensions	Implement legislation already in place for equalisation of State Pension age	Ongoing from 2010 – 2020	Ensure that rules for State Pensions treat men and women equally in terms of age of entitlement and treatment of partners and survivors	Plans to implement the changes from 2010 onwards are on target
Reform State Pensions so that they are simpler and more generous, to provide a solid foundation on which people can save	Streamline the contributions conditions for the Basic State Pension by reducing the number of years needed to qualify for a full Basic State Pension to 30, and removing entry tests based on the need for a minimum number of years' contributions	2010. A timescale will be published in the first review of the gender equality scheme	In 2010, around 75% of women reaching State Pension age will be entitled to a full basic pension, compared to around 35% now	Pensions Act 2007 received Royal Assent on 26 July 2007. Plans to implement the changes from 2010 onwards are on target Changes are being set out in relevant departmental leaflets and, as part of communications plans, advertorials and mailshots aimed at women and containing high level messages about the state pensions reforms and equalisation of State Pension age are being developed

Objectives	Activities required	Timescales	Outcomes	Progress
<p>Make the State Pension fairer and more accessible to women and carers</p>	<p>Abolish the initial contribution conditions to the Basic State Pension</p> <p>Replace Home Responsibilities Protection with new weekly credits for those caring for children or severely disabled people</p>	<p>2010. A timescale will be published in the first review of the gender equality scheme</p>	<p>In 2010, around 75% of women reaching State Pension age will be entitled to a full basic pension, compared to around 35% now</p> <p>By 2025, over 90% of women and men reaching State Pension age will be entitled to the full Basic State Pension, compared to about 80% for women without reform</p> <p>The reforms will bring an extra 1 million parents and carers into State Second Pension, 90% of whom are likely to be women</p>	<p>Pensions Act 2007 received Royal Assent on 26 July 2007. Plans to implement the changes from 2010 onwards are on target</p> <p>Changes are being set out in relevant departmental leaflets and, as part of communications plans, advertorials and mailshots aimed at women and containing high level messages about the state pensions reforms and equalisation of State Pension age are being developed</p>

Objectives	Activities required	Timescales	Outcomes	Progress
<p>Make it easier for more people to save for their retirement</p>	<p>Deliver a new scheme of Personal Accounts</p>	<p>The legislation to set up the scheme is currently in Parliament.</p>	<p>We estimate that between 6-9m individuals could benefit from the reforms we are taking through</p>	<p>The Pensions Act 2007 set up the personal accounts delivery authority to advise on the operational implications of personal accounts policy development. In the current Pensions Bill the remit of pada is extended to allow it to deliver the infrastructure for personal accounts. In carrying out this work pada will be required to have regard to certain principles. One of these is “diversity among members and future members of such a scheme should be respected”</p>
	<p>Automatic enrolment for employees into either the new personal accounts scheme or their own employer’s workplace scheme (providing it meets a minimum standard)</p>			<p>A Pensions Bill was introduced in December 2007. The new Bill is intended to place an obligation on employers to automatically enrol their employees into a qualifying pension scheme and, for the first time, to make mandatory employer contributions. Subject to that legislation, these obligations are expected to apply from 2012</p> <p>An impact assessment for the Bill was published. A full gender impact assessment was also published alongside the Bill</p>

Objectives	Activities required	Timescales	Outcomes	Progress
Develop policies that will address critical policy areas without adversely affecting men or women	Ensure that gender impact assessments are undertaken when policy changes are developed	Ongoing	Our policies will deliver their policy intent and we will not set conditions that adversely impact on a man or woman's ability to gain from the policy change	<p>We have raised awareness of all impact assessment requirements through our intranet sites and are in the process of developing specific impact assessment training and awareness</p> <p>A comprehensive gender impact assessment of Pensions Reform was published alongside the Pensions Bill in November 2006 outlining the analysis the Department has undertaken throughout the development of the reforms</p> <p>A gender impact of pension reform was also published alongside the Pensions Bill 2007 in December 2007, which assesses the overall impact of state pensions reforms and private pensions reforms proposed in the 2007 Bill</p>

Objectives	Activities required	Timescales	Outcomes	Progress
Ensure staff undertake a gender impact consultation when devising new policies	Develop consultation guidance for the Department's staff on impacting diversity and equality	End 2006	This guidance specifically advises staff to consult on the diversity and equality impact of policies and strategies and will take into account the new duties under the gender equality duty	<p>An equality impact assessment tool has been developed and is available through our staff intranet</p> <p>Awareness guidance on undertaking public consultations has also been published on our intranet site</p> <p>Staff from our Directorate have attended equality impact assessment training and further workshops have been arranged</p> <p>Relevant officials working on the gender impact assessment have already undertaken equality impact training</p> <p>A strategic document has been developed and is awaiting publication. The responsibility for this function has now transferred to the Communications Network</p>

Objectives	Activities required	Timescales	Outcomes	Progress
Use the Department's research programme to assess the impact of the Department's policies and their delivery on women	Ensure that a gender dimension forms part of the analysis of research and evaluation projects	Ongoing	Provide robust evidence contributing to assessment of the impact of the Department's policies for women	Gender is recorded as a matter of course in research on individuals and in many administrative datasets. Analyses of gender differences are an integral part of research and evaluation

Gender Equality Action Plan

Staff

Objectives	Activities required	Timescales	Outcomes	Progress
Raise awareness of the gender equality duty and wider gender issues through a programme of mandatory training and awareness	Deliver training to all staff on the specific requirements of the gender equality duty: <ul style="list-style-type: none"> • For line managers • For all other staff 	By December 2006 By April 2007	Our people will be aware of and deliver their responsibilities to customers, stakeholders and colleagues Our business will be a place	This training was completed by due dates
	Ensure training is accessible by new staff	Ongoing	where everyone feels valued and treated with respect	Staff new to Strategy, Information and Pensions undergo an induction process with their line manager. Staff are directed toward the mandatory and optional Diversity training In our 2008 Staff Survey 75% of our staff indicated that they were treated with respect. From our recent Investors in People review in late 2007 a number of our people interviewed stated that they felt they were treated with fairness and respect, supported both in their work and as individuals and given recognition and praise from their colleagues

Objectives	Activities required	Timescales	Outcomes	Progress
Raise awareness of the gender equality duty and wider gender issues through a programme of mandatory training and awareness <i>(continued)</i>	(See above)	(See above)	(See above)	Our continuous improvement process includes looking at our staff survey results each year, identifying key areas to take forward
Undertake regular consultations with staff	Establish diversity network groups in Information Directorate and Strategy Directorate	By end December 2006	All staff within our business will have the opportunity to influence and shape policies affecting them People will feel positive about diversity and the environment in which they work	We have now established our diversity network group The network group organised a diversity session using actors for the PCD conference in November 2007. Feedback was very positive with 164 of 187 people rating the content good or excellent, and 176 of 187 rating the delivery good or excellent

Objectives	Activities required	Timescales	Outcomes	Progress
<p>Improve leadership capability of women – and indeed all colleagues in the relevant grades – through the Grade 6 and 7 Leadership Programme</p>	<p>Launch Leadership Programme for Grade 6s and 7s</p>	<p>By June 2007</p>	<p>All leaders will have the chance to improve their capability</p> <p>People will feel positive about diversity and the environment in which they work</p>	<p>Pilot cohort of 36 people (including women and minority ethnic staff) launched June 2007 and graduated on 18 March 2008. 2nd cohort of 32 (again including both groups) launched January 2008. A 3rd cohort is planned to launch June 2008</p> <p>The programme will be evaluated using a range of methods including staff survey data and 360° feedback</p>
<p>Improve capability of under-represented colleagues in grades EO-SEO through a Development Programme</p>	<p>Launch EO-SEO Development Programme</p>	<p>By February 2008</p>	<p>Colleagues in grades EO-SEO will have increased capability</p>	<p>The EO-SEO programme has been launched and we are planning to run two cohorts during the current financial year, covering approximately 70 staff in total. The 'Valuing People' compulsory module addresses diversity issues</p>