

**Huntingdonshire District Council
Equality Impact Assessment timetable
Year 3**

EIA's brought over from 08/09 highlighted in red

Function/policy/procedure	Existing/proposed policy related to function	Priority
Central Services		
HR Responsible for pay & performance, recruitment & selection, good employment & foster a culture of innovation in service delivery	Dignity at work Employee code of conduct Framework for salaries Incremental progression for exam success Disciplinary & capability procedures Joint Consultation (ELAG) Mobile & home working People Strategy Recruitment Strategy Management Development	2009/10
Sustainable Economic development	Local economy strategy Tourism	2009/10
Political management structures & support		2009/10
Electoral Services		2009/10
Licensing Services		2009/10
Local Land Charges To maintain a register of local land charges and deal with local land charge searches		2009/10
Printing Services To provide a high quality printing and reprographic service and enhance the Council's image		2009/10
Asset Management Plan A strategic planning document with the aim of ensuring efficient, effective and sustainable use of land and buildings		2009/10
Legal Service To ensure the Council acts within its statutory powers and its interests are properly protected		2009/10
Commerce & Technology		
Leisure Centres	Impressions Marketing Plan (March 2010) Junior activities & crèche facilities (June 09) NOP & EAP policies (March 2010) Leisure Strategy (September 09)	2009/10

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	Leisure centre business/service plans removed as these will be covered by Leisure Strategy EIA Employee & recruitment policy not required as covered by corporate policy currently being written.	
Financial Services Including creditor payments, financial management, financial strategy, income generation, insurance & risk management, internal audit, payroll, & treasury management.	Debt recovery Strategy Income – staff procedures/guidance	2009/10
Information Communication Technology Participate in the development of a corporate Information Strategy, provision of an IT service and ensure the Council makes best use of new technology		2009/10
Environmental & Community Services		
Community Initiatives	No policies – will assess the neighbourhood management plans (Ramsey, Oxmoor and St Neots)	
Air Quality To review and assess local air quality		2009/10
Pest control		
Contaminated Land To deal with land which is contaminated		2009/10
Health Promotion		2009/10?
Infectious Diseases Control the spread of infectious diseases		2009/10
Car Parks (strategy) To compliment the Transportation Plan		2009/10
Drainage To advise on location of sewers, ensure sewerage maps are available and assess the need for sewerage schemes for unsewered villages		2009/10
Car Parks Management To provide secure car parking spaces to meet demand and		2009/10

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reduce crime and nuisance in car parks		
Grounds Maintenance To keep amenity areas well maintained and safe		2009/10
Street Cleaning To keep the district clean and free from litter		2009/10
Policy & Technical Support To influence the future pattern of development in the district		2009/10
Planning	Public/Member presentation Assessing grant requests	2009/10