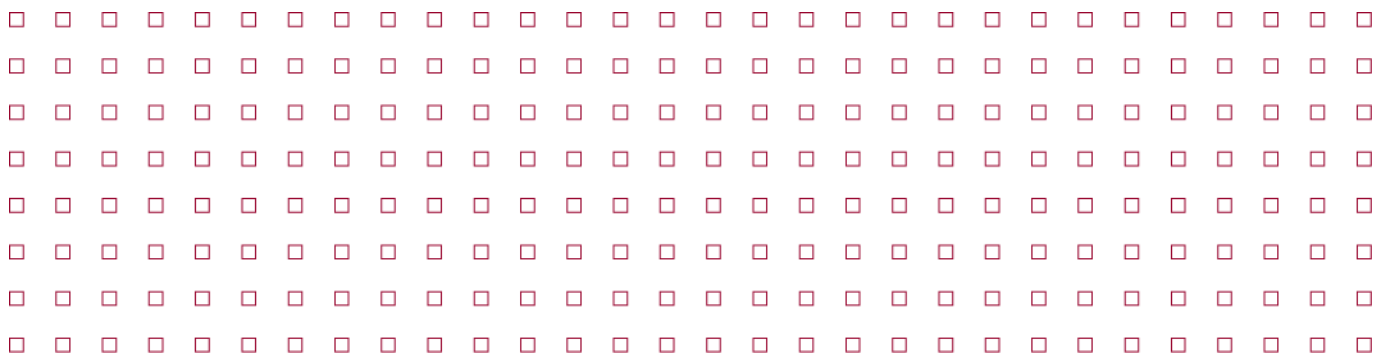




# Equality Impact Assessments 2011

March 2011



Alternative format versions of this report are  
available on request from Anthony Shepherd on  
0203 334 2562 or  
[anthony.shepherd@justice.gsi.gov.uk](mailto:anthony.shepherd@justice.gsi.gov.uk)

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## Introduction

Details of Equality Impact Assessments 2011.

Equality impact assessments ensure that our policies, services and legislation do not discriminate against anyone and that, where possible, we promote equality of opportunity.

The equality impact assessment is a systematic and evidence-based tool, which enables us to consider the likely impact of work on different groups of people. Completion of equality impact assessments is a legal requirement under equality legislation.

The full versions of the equality impact assessments are available from our Corporate Equality Division, which can also provide the information on alternative formats.

Corporate Equality Division

Ministry of Justice

3<sup>rd</sup> floor

102 Petty France

London

SW1H 9AJ

Tel: 0203 334 2562

Email: [anthony.shepherd@justice.gsi.gov.uk](mailto:anthony.shepherd@justice.gsi.gov.uk)

## **Equality Impact Assessments 2011**

### **Mansfield County and Magistrates Courts Co-Location Project**

This relates to the County Court front of house, back-office and courtroom services within Mansfield following the co-location of these into Mansfield Magistrates' Court premises. Whilst moving to these different premises, the service to be provided remains unchanged and will continue to be provided by Mansfield County Court staff.

The judiciary and stakeholders were consulted about and agree with this decision.

### **Creation of North and South Listing Teams based at Chester-le-Street and Newton Aycliffe**

Following consultation with staff, user representatives, magistracy, judiciary and key partners, the EIA identified no equality impacts as a result of the creation of North and South Listing Teams. There will be less duplication and clear boundaries for the allocation of work between the 'back offices' in the county. Efficiencies and economies of scale will result for the public purse.

### **The transfer of custody work from Fleetwood to Blackpool and from Accrington to Blackburn Magistrates' Courts**

The area has concluded that this is the best way of balancing the competing interests of local justice and the need to secure budgetary savings, whilst providing an appropriate level of service. The area has fixed a review period of 6 months and is committed fully to constructively addressing any areas of concern highlighted within its EIA during this time

### **Curtailment of the London HMCS Region Business Skills Training unit**

An outline of related risks was sought from various stakeholders including Unit staff who have been consulted with and informed of developments. Through consultation the main concerns raised included staff re-deployment into business areas and business skills training via the future provider. There is no evidence to perceive that equality requirements will be undermined by the plans presently proposed.

### **Introduction of 24 Standard Operating Procedures on Criminal Injuries Compensation Teams**

Standard Operating Procedures have been introduced in the Criminal Injuries Compensation jurisdiction to provide standardised procedural guidance which is more accessible and will better support staff's learning and familiarity with the processes which they operate.

### **Advisory Committee Change Programme**

This is a programme of work set up to oversee implementation of the Government's decision, published on 18 August 2010, to restructure the system of Advisory Committees on Justices of the Peace (ACs) around Justices' Clerkships.

### **Revision of Office for Judicial Complaints template letters**

A working group assessed the current templates against the Plain English Campaign guidance. The templates were revised to make correspondence easier to read and understand, providing a better service to complainants and other people we contact. As a result we have a complete new set of templates for use that will be incorporated into the OJC Operations Manual.

### **The Trusts (Capital and Income) Bill**

The EIA relates to the Trusts (Capital and Income) Bill, which will simplify certain aspects of the administration of private and charitable trusts. No equality impacts have been identified on public consultation or otherwise.

### **Criminal Appeal Office legal management restructure**

The Criminal Appeal Office is restructuring to a sustainable legal management structure following removal of a supervisory allowance and reduction in lawyers. The DTUS have been consulted to mitigate the negative diversity impacts. Three legal managers will revert back to lawyers. The Managing Organisation Change Framework has been followed.

### **Formation of new JPG corporate resource team**

Restructure to optimise business support services within Justice Policy Group. The findings indicate that some groups were more adversely affected than

others but it is felt that this was a consequence of the small pool of staff impacted by the restructure and not as a result of any discriminatory practice. A new single business support function is now being designed for MoJ HQ: a further EIA will be completed for this programme.

### **Central Disclosure Team - Revised Operating Model**

The EIA relates to a restructure of the MoJ's Central Disclosure Team, Adverse equality impacts were minimised as far as possible without unwarranted prejudice to the delivery of the department's functions under the new business model.

### **Relocation of staff at York PSR to Leeds DPR**

The EIA is the assessment of the transfer of three staff from being a "stand alone" Registry in a building with no other HMCS occupiers which is not DDA compliant, has access difficulties and costly in terms of rent, utilities and cleaning to a building owned by DWP and occupied by Tribunals with whom HMCS have recently merged. This Equality Impact Assessment will be reviewed for the six months post occupation by Senior Management Team of the Probate Service.

### **Relocation of Leeds District Probate Registry**

The EIA is the assessment of move from being a "stand alone" Registry in a building with no other HMCS occupiers which is not DDA compliant, has access difficulties and costly in terms of rent, utilities and cleaning to a building owned by DWP and occupied by Tribunals with whom HMCS have recently merged. This Equality Impact Assessment will be reviewed for the six months post occupation by the Senior Management Team of the Probate Service.

### **Amersham Crown Court Project**

A full EIA is not required as no adverse impacts have been identified. The court building at Amersham is in addition to the court building at Aylesbury and will be fully compliant with the Disability Discrimination and Equality Act as well as provide local justice. However reviews will take place following the opening of the Crown Court and should any issues be identified a full EIA will be completed.

**Revision to the Lord Chancellor and Secretary of State's Directions for Advisory Committees on Justices of the Peace**

The new Directions take forward the good work already framed in policy and best practice to ensure equality of treatment for all applicants in the recruitment process regardless of gender, ethnicity, sexual orientation, disability and age whilst ensuring at the same time that policy dealing, for example, with the provision of reasonable adjustments for candidates at interview remains correctly worded to reflect the current applicable legislation, related provisions and standard best practice.

**Movement of Corby Borough Council PCOL hearings**

This proposal is to improve timeliness and services to public. To make cost efficiencies by amalgamating PCOL hearings to one County court and to analyse information of number of applications against number of hearing cancellations to remove element of delay. These are assessed as positive impacts and no negative impacts identified.

**MoJ Talent Management Guidance**

This EIA relates to refreshed Talent Management Guidance which supports MoJ's approach to identifying, developing and deploying talent. The impact of the guidance has been considered and it is considered a fair and equitable tool to use to bring a consistent method and standard of talent assessment across MoJ, excluding NOMS who have their own system.