

Strategy and Pensions

Strategy and Pensions

Disability Equality Action Plan

Customers

Objective	Action	Deadline	Intended Outcome	Progress
1. Make it easier for more people to save for their retirement	Deliver a new scheme of Personal Accounts (subject to legislation)	Subject to legislation. A timescale will be published in the first review of the disability equality scheme	In the longer term up to 10 million people, mostly on low-to-medium earnings could be saving in a personal account	Pensions Act 2007 received Royal Assent on 26 July 2007. This allows the establishment of the Personal Accounts Delivery Authority. The Secretary of State has announced that Paul Myners will be the chair of the delivery authority. A new Pensions Bill (to be introduced during the current Parliamentary Session) will extend the remit of the Personal Accounts Delivery Authority. Subject to that legislation, Personal Accounts should be available from 2012. As part of the introduction of that Bill, we are producing a disability impact assessment

Objective	Action	Deadline	Intended Outcome	Progress
<p>1. 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 occupational scheme (providing it meets a minimum standard)</p>	<p>Subject to legislation. A timescale will be published in the first review of the disability equality scheme</p> <p>Subject to the Personal Accounts Delivery Authority being established</p>	<p>(See above)</p>	<p>A new Pensions Bill will be introduced during the current Parliamentary session. 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. As part of the introduction of that Bill, we are producing a disability impact assessment</p>
<p>2. Reform state pensions so that they are simpler and more generous to provide a solid foundation on which people can save</p>	<p>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</p>	<p>2010: A timescale will be published in the first review of the disability equality scheme</p>	<p>This change will benefit those with broken work records due to caring responsibilities or disability</p>	<p>Pensions Act 2007 received Royal Assent on 26 July 2007. Plans to implement the changes from 2010 onwards are on target</p>

Objective	Action	Deadline	Intended Outcome	Progress
<p>3. Make the State Pension fairer and more accessible to the disabled and carers</p>	<p>Abolish the initial contribution conditions to the Basic State Pension</p>	<p>2010: A timescale will be published in the first review of the disability equality scheme</p>	<p>This change will benefit carers and those with broken career histories due to disability</p>	<p>We are consulting carers' organisations on delivery options for the carers' 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</p>
<p>4. Develop policies that will address critical policy areas without adversely affecting disabled people</p>	<p>Ensure that disability impact assessments are undertaken when policies are developed</p>	<p>Ongoing</p>	<p>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</p>	<p>This work is undertaken as policies are developed</p>

Objective	Action	Deadline	Intended Outcome	Progress
<p>5. Ensure that staff undertake a disability impact consultation when devising new policies</p>	<p>Develop consultation guidance for staff on impacting diversity and equality</p>	<p>December 2006</p>	<p>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>	<p>An equality impact assessment tool has been developed and is available to staff through our internal website</p> <p>Awareness guidance is also available on our staff internal website</p> <p>We are exploring training on impact assessments – what they are and what they involve – simple short sessions to make it very real for people. This will be ready by the end of December 2007</p>
<p>6. Use the Department's research programme to assess the impact of Departmental policies and their delivery on people with disabilities</p>	<p>Wherever appropriate, include a disability dimension in the specification for research and evaluation projects</p>	<p>Ongoing</p>	<p>Provide robust evidence contributing to assessment of the impact of the Department's policies for people with disabilities</p>	<p>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</p>

Disability Equality Action Plan

Staff

Objective	Action	Deadline	Intended Outcome	Progress
1. Raise awareness of the disability equality duty and wider disability issues through a programme of mandatory training and awareness	<p>Deliver training to all staff on the specific requirements of the disability equality duty:</p> <ul style="list-style-type: none"> • For line managers • For all other staff 	<p>By December 2006</p> <p>By April 2007</p>	<p>Our people will be aware of and deliver their responsibilities to customers, stakeholders and colleagues</p> <p>Our organisation will be a place where everyone feels valued and treated with respect</p>	<p>This training was completed by due dates</p>
2. Undertake regular consultations with disabled staff	<p>Establish diversity network groups in information directorate and strategy directorate</p>	<p>By end December 2006</p>	<p>All staff within our business 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. Our intention is to find new and novel ways to engage with people to enhance perceptions about diversity</p>

Gender Equality Action Plan

Customers

Objective	Action	Deadline	Intended Outcome	Progress
1. 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

Objective	Action	Deadline	Intended Outcome	Progress
<p>2. Reform State Pensions so that they are simpler and more generous, to provide a solid foundation on which people can save</p>	<p>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 removing entry tests based on the need for a minimum number of years' contributions</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>

Objective	Action	Deadline	Intended Outcome	Progress
<p>3. Make the State Pension fairer and more accessible to women and carers</p>	<p>Abolish the initial contribution conditions to the Basic State Pension (subject to legislation)</p> <p>Replace Home Responsibilities Protection with new weekly credits for those caring for children or 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>

Objective	Action	Deadline	Intended Outcome	Progress
<p>4. Make it easier for more people to save for their retirement</p>	<p>Deliver a new scheme of Personal Accounts (subject to legislation)</p> <p>Automatic enrolment for employees into either the new personal accounts scheme or their own employer's occupational scheme (providing it meets a minimum standard) (subject to legislation)</p>	<p>Subject to legislation. A timescale will be published in the first review of the gender equality scheme</p>	<p>In the longer term up to 10 million people, mostly on low-to-medium earnings, could be saving in a Personal Account</p>	<p>Pensions Act 2007 received Royal Assent on 26 July 2007. This allows the establishment of the Personal Accounts Delivery Authority. The Secretary of State has announced that Paul Myners will be the chair of the delivery authority. A new Pensions Bill (to be introduced during the current Parliamentary session) will extend the remit of the Personal Accounts Delivery Authority. Subject to that legislation, Personal Accounts should be available from 2012</p> <p>New legislation being introduced via the new Pensions Bill will 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. As part of the introduction of that Bill, we are producing a gender impact statement</p>

Objective	Action	Deadline	Intended Outcome	Progress
<p>5. Develop policies that will address critical policy areas without adversely affecting men or women</p>	<p>Ensure that gender impact assessments are undertaken when policy changes are developed</p>	<p>Ongoing</p>	<p>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>	<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. We are currently working on a gender impact statement to be published alongside the new Pensions Bill to be introduced during the current Parliamentary Session</p>

Objective	Action	Deadline	Intended Outcome	Progress
6. 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>We are exploring training on impact assessments and performing consultations – what they are and what they involve – simple, short sessions to make it very real for people. This will be ready by the end of December 2007</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>

Objective	Action	Deadline	Intended Outcome	Progress
<p>7. Use the Department's research programme to assess the impact of the Department's policies and their delivery on women</p>	<p>Ensure that a gender dimension forms part of the analysis of research and evaluation projects</p>	<p>Ongoing</p>	<p>Provide robust evidence contributing to assessment of the impact of the department's policies for women</p>	<p>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</p>

Gender Equality Action Plan

Staff

Objective	Action	Deadline	Intended Outcome	Progress
1. Raise awareness of the gender equality duty and wider gender issues through a programme of mandatory training and awareness	<p>Deliver training to all staff on the specific requirements of the gender equality duty:</p> <ul style="list-style-type: none"> • For line managers • For all other staff 	<p>By December 2006</p> <p>By April 2007</p>	<p>Our people will be aware of and deliver their responsibilities to customers, stakeholders and colleagues</p> <p>Our business will be a place where everyone feels valued and treated with respect</p>	<p>This training was completed by due dates</p>

Race Equality Action Plan

Customers

Objective	Action	Deadline	Intended Outcome	Progress
1. Make it easier for more people to save for their retirement	<p>Deliver a new scheme of Personal Accounts (subject to legislation)</p> <p>Automatic enrolment for employees into either the new personal accounts scheme or their own employer's occupational scheme (providing it meets a minimum standard) (subject to legislation)</p>	<p>Subject to legislation. A timescale will be published in the first review of the race equality scheme</p>	<p>In the longer term up to 10 million people, mostly on low-to-medium earnings, could be saving in a personal account</p>	<p>Pensions Act 2007 received Royal Assent on 26 July 2007. This allows the establishment of the Personal Accounts Delivery Authority. The Secretary of State has announced that Paul Myners will be the chair of the delivery authority. A new Pensions Bill (announced for the next Parliamentary Session) will extend the remit of the Personal Accounts Delivery Authority. Subject to legislation Personal Accounts should be available from 2012</p> <p>New legislation being introduced via the new Pensions Bill will 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. As part of the introduction of that Bill, we are producing a race impact assessment</p>

Objective	Action	Deadline	Intended Outcome	Progress
<p>2. Include an ethnicity variable in statistical databases based on administrative data</p>	<p>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</p>	<p>Ongoing</p>	<p>The Department will be able to analyse some data by ethnicity</p>	<p>A master index of clients' ethnicity is now maintained and updated monthly. Clients' ethnicity data is derived from the Labour Market System and can be merged to other administrative datasets for statistical purposes</p>
<p>3. Include analysis by ethnicity in all standard publications based upon administrative data</p>	<p>Once availability of ethnicity data from each business becomes imminent, review publications to ensure that analysis by ethnicity is included where possible</p>	<p>Ongoing</p>	<p>Data will be published by ethnicity</p>	<p>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. Other groups of benefit claimants (other Income Support claimants and Incapacity Benefit claimants) will be published as sufficient data, which meets national standards, becomes available. However, we are working towards achieving improvements in this area and publication of data will follow</p>

Objective	Action	Deadline	Intended Outcome	Progress
<p>3. Include analysis by ethnicity in all standard publications based upon administrative data (<i>continued</i>)</p>	<p>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</p>	<p>(See above)</p>	<p>(See above)</p>	<p>The pooling of data is being looked at and is still under discussion</p>
<p>4. Explore options for improving the ability to conduct poverty analysis by ethnicity</p>	<p>Include ethnicity in the specification of the analytical requirement in all appropriate newly-commissioned data collection exercises (for example pilots of new policies)</p>	<p>Ongoing</p>	<p>Will improve ability to monitor impact of policies on ethnic groups</p>	<p>This is now considered as general practice</p>

Objective	Action	Deadline	Intended Outcome	Progress
<p>4. Explore options for improving the ability to conduct poverty analysis by ethnicity (<i>continued</i>)</p>	<p>Research the costs of and additional benefits provided by pooling multiple years of data to allow poverty analysis of small subgroups, including ethnicity</p>	<p>(See above)</p>	<p>Booster samples will increase the integrity of our data and enable the assessment of impacts on ethnic groups</p>	<p>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</p>
<p>5. Ensure that the Department's research programme is used to analyse the impact of the department's policies on race equality</p>	<p>Include an ethnicity dimension in the specification for all appropriate research and evaluation projects</p>	<p>Ongoing</p>	<p>We will be able to assess policies at inception to determine the impacts on ethnic minority groups</p>	<p>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</p> <p>Data collected on ethnicity as part of the 'Attitudes to Pensions' survey, which was published in June 2007. The forthcoming Pension Service customer survey and 'Public Attitudes to Personal Accounts' survey are also capturing this information</p>

Objective	Action	Deadline	Intended Outcome	Progress
<p>5. Ensure that the Department's research programme is used to analyse the impact of the department's policies on race equality <i>(continued)</i></p>	<p>Canvas views from customers of Departmental research on information gaps in the race equality impact of departmental policies and service delivery</p> <p>Include in the proposed research programme proposals for filling information gaps in the race equality impact of Departmental service delivery</p>	<p>Annually, during the research programme development and approval process</p>	<p>We will address those areas identified by our customers as priorities for action</p> <p>Booster samples will increase the integrity of our data and enable to assessment of impacts on ethnic groups</p>	<p>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</p> <p>The evidence and data strategy was discussed as part of the Pensions Act 2007</p>

Objective	Action	Deadline	Intended Outcome	Progress
6. Include in the annual round of priority-setting meetings with customers the option of developing a pooled multiple year poverty analysis for small subgroups	Include in the annual round of priority-setting meetings with customers the option of developing a pooled multiple year poverty analysis for small subgroups	Ongoing	Thorough consultation with stakeholders on whether poverty data should be pooled to enable statistically reliable ethnic breakdowns, in time for 2005/06 publication, in spring 2007	For the 2005/06 '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
7. Ensure staff undertake a race impact consultation when devising new policies	Develop consultation guidance for the Department's 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 will take into account our responsibilities under the Race Equality Duty	An equality impact assessment tool has been developed and is available through our staff intranet Awareness guidance on undertaking public consultations has also been published on our intranet site We are exploring training on impact assessments and performing consultations – what they are and what they involve – simple, short sessions to make it very real for people. This will be ready by the end of December 2007

Objective	Action	Deadline	Intended Outcome	Progress
<p>7. Ensure staff undertake a race impact consultation when devising new policies <i>(continued)</i></p>	<p>(See above)</p>	<p>(See above)</p>	<p>(See above)</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>

Race Equality Action Plan

Staff

Objective	Action	Deadline	Intended Outcome	Progress
1. 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 and 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
2. 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 By April 2007	Our people will be aware of and deliver their responsibilities to customers, stakeholders and colleagues Our business will be a place where everyone feels valued and treated with respect	This training was completed by due dates

Objective	Action	Deadline	Intended Outcome	Progress
<p>3. Undertake regular consultations with staff</p>	<p>Establish diversity network groups in information directorate and strategy directorate</p>	<p>By end December 2006</p>	<p>All staff within Strategy and Pensions will have the opportunity to influence and shape policies affecting them. People will feel positive about diversity and the environment in which they work</p>	<p>We have now established our diversity network group. Our intention is to find new and novel ways to engage with people to enhance perceptions about diversity</p>
<p>4. Improve the capacity of the Department to analyse its staff data by ethnicity</p>	<p>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</p>	<p>Ongoing</p>	<p>We will support the Department's attempts to improve representation at senior grades by ensuring understandable data that can be analysed</p>	<p>A report on staffing by ethnicity (which meets Office for National Statistics ethnicity reporting standards) has recently been released on the Department's information system. A workshop was held in September 2007 to assess how useful this has been</p>