

Scrutiny Committee on Children's Services – 21-June 2012

Report of the Acting Director of Children's Services

Directorate of Children's Services Equality and Diversity Action Plan 2012/13 & Equality and Diversity Annual Report 2011/12

Purpose of Report

1. To consider the annual Equality and Diversity Action Plan for 2012/13 and the Equality and Diversity Annual Report 2011/12 for the Directorate of Children's Services.

Background

2. The production of an annual equality and diversity action plan and report by each Directorate is an important commitment in the Council's Equality and Diversity Policy. The action plan sets out details of how each Directorate will promote equality in relation to its areas of responsibility during the coming year and responds to the framework established by the Council's Equality Scheme.
3. Overview and scrutiny of Directorate equality and diversity issues is included in the terms of reference of the Scrutiny Committee on Children's Services.
4. The Directorate of Children's Services Action Plan for 2012/13 is attached (Appendix 1) and covers:
 - its relationship with other plans
 - the Directorate's vision and values
 - key issues and targets supporting the promotion of equality and diversity
5. The annual report setting out progress with the Directorate's action plan for 2011/12 is also attached (Appendix 2). The Report contains data about reported racist incidents in schools.
6. The draft action plan and report have been considered by the Directorate Strategic Leadership Team. Following scrutiny by this committee they will be approved by the appropriate Cabinet Member before publication.

Finance

7. Any costs associated with implementing the action plan will be met from within existing budgets.

Law

8. The relevant equality legislation is:
 - The Equality Act 2010
 - The Children Act 2004.
9. Under Section 111 of the Local Government Act 1972 the Council is empowered to do anything which is calculated to facilitate, or is conducive to, or incidental to the discharge of its functions.

Equality Impact

10. The plan sets out proposed actions for promoting equality and diversity led by the Directorate of Children's Services during 2012/13. The equality impact is expected to be positive for all children and young people especially for those from targeted groups. Some of the actions included in the plan derive from equality impact assessments (EqIAs) that have been carried out on the services or policies of the Directorate or cover EqIAs due to be undertaken in 2012/13. Where practical performance indicators and outcomes are identified against targets so that progress in achieving the action plan can be monitored and reviewed.

Recommendation

11. That the Scrutiny endorses the Directorate of Children's Services Equality and Diversity Action Plan for 2011/12 and Annual Report of the Equality and Diversity Action Plan 2010/11.



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