

Select Committee on Environment – 24th June 2010

Report of the Interim Director of Finance

Directorate of Finance, ICT and Procurement's Equality and Diversity Annual Report 2009/10

Purpose of Report

1. To consider the Directorate of Finance, ICT and Procurement's equality and diversity annual report for 2009/10.

Background

- 2 The production of annual equality and diversity action plans and annual reports by each directorate is a commitment in the Council's equality and diversity policy. The Select Committee on Environment considered the Directorate of Finance, ICT and Procurement's action plan, which sets out its equality and diversity targets for 2010/11, at its meeting held on 4th March 2010. Attached is the annual report which details progress on the targets agreed by the Select Committee in the directorate's action plan for the previous year, 2009/10.
3. The Select Committee on Regeneration, Culture and Adult Education has within its terms of reference responsibility for corporate equality and diversity issues. Responsibility for scrutinising individual directorates' action plans and annual reports is divided between the five select committees.

Finance

4. Any costs associated with the annual report will be met from within existing budgets.

Law

5. The range of relevant equality legislation includes:
 - The Race Relations (Amendment) Act 2000 which places a general duty on public authorities to work towards the elimination of unlawful discrimination and promote equality of opportunity and good relations between persons of different racial groups.
 - The Disability Discrimination Act 1995 makes it unlawful to discriminate against disabled people in connection with employment, the provision of goods, facilities and services and the disposal or management of premises. The Disability Discrimination Act 2005 introduced a duty on

public authorities to promote disability equality.

- The Sex Discrimination Act 1975 renders unlawful certain kinds of sex discrimination. A duty on public authorities to promote gender equality under the Equality Act 2006 came into force on 6th April 2007.
 - Other legislation is in place relating to discrimination on the basis of age, religion or belief and sexual orientation. The Equality Act 2010, which was passed in April 2010, will make a number of changes when it is brought into force.
6. 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

7. The annual report contains details of progress in implementing the Directorate of Finance, ICT and Procurement's equality and diversity action plan for 2009/10. Performance measures or outcomes were identified against each target so that progress in achieving the action plan can be monitored and reviewed. The report also contains some feedback from equality impact assessments undertaken. Issues relating to children and young people are covered in more detail in the Directorate of Children's Services action plan and annual report.

Recommendation

8. That the Select Committee considers and comments on the Directorate of Finance, ICT and Procurement's equality and diversity annual report for 2009/10.



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List of Background Papers

Guidance for the preparation of directorates' equality and diversity action plans and annual reports (December 2009)