

**Select Committee on the Environment – 21<sup>st</sup> March 2011**

**Report of the Director of Corporate Resources**

**Directorate of Corporate Resources Equality and Diversity Action Plan 2011/12**

**Purpose of Report**

1. To consider the annual equality and diversity action plan for 2011/12 for the Directorate of Corporate Resources.

**Background**

2. The production of directorate equality and diversity action plans is an important part of the Council's approach to promoting equality, ensuring that all directorates maintain a focus on planning work to deliver appropriate services, on ensuring employees are treated fairly and in meeting the requirements of equality legislation.
3. Overview and scrutiny of **corporate** equality and diversity issues is included in the terms of reference of the Select Committee on Regeneration, Culture and Adult Education. Select committee chairmen have agreed that scrutiny of individual directorates' action plans be split up amongst the five committees. The Directorate of Corporate Resources reports to the Select Committee on the Environment.
4. This is the first equality and diversity action plan of the new Directorate of Corporate Resources, the structure of which was agreed by Cabinet on 27<sup>th</sup> October 2010, and which formally commenced on 1<sup>st</sup> January 2011. The attached plan covers the period April 2011 to March 2012 and contains
  - an explanation of its relationship with other plans
  - a summary of the directorate's equality and diversity vision and values
  - key issues and targets in drawing up the plan, and
  - the detailed action plan.
5. An annual report setting out achievements against the directorate's action plan for 2010/11 will be completed at the end of year.

6. The draft action plan has been considered by the directorate management team. Following scrutiny it 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 first parts of the Equality Act 2010 came into force on 1 October 2010. The Act replaces much of the previous discrimination law, putting it into a single Act.
9. Public sector equality duties set out in the Race Relations (Amendment) Act 2000, Disability Discrimination Act 2005 and the Equality Act 2006 remain in force until they are replaced on 6<sup>th</sup> April 2011 by general and specific duties requiring public authorities to pay due regard to the need to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations covering the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

### **Equality Impact**

10. The plan sets out proposed actions by the Directorate of Corporate Resources for promoting equality and diversity during 2011/12. Many of the actions included in the plan derive from equality impact assessments (EIAs) that have been carried out on the services or policies of the directorate or cover EIAs due to be undertaken in 2011/12. Performance indicators and outcomes are identified against targets so that progress in achieving the action plan can be monitored and reviewed.
11. Issues relating to children and young people are covered in detail in the Directorate of Children's Services' annual equality and diversity action plans.

### **Recommendation**

12. That the Select Committee considers and comments on the Directorate of Corporate Resources equality and diversity action plan for 2011/12.



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**Philip Tart**

**Director of Corporate Resources**

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### **List of Background Papers**

Guidance for the preparation of directorates' equality and diversity action plans and annual reports (December 2010).