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**Select Committee on Culture and Recreation – 16 March 2006**

**Report of the Director of the Urban Environment**

**Directorate of the Urban Environment's Equality and Diversity Action Plan  
2006/2007**

**Purpose of the Report**

1. To consider the Directorate of the Urban Environment's annual Equality and Diversity Action Plan for 2006/2007.

**Background**

2. The Council's Equality and Diversity Policy requires all Directorate's to produce, on an annual basis, an Equality and Diversity Action Plan.
3. The Directorate of the Urban Environment's Action Plan is presented to Select Committee for Culture and Recreation in two parts. The first part, which is the Action Plan itself, is required to be submitted to this Select Committee for scrutiny, and provides information relating to
  - The Action Plan's relationship with other plans;
  - Visions and values;
  - Key issues and targets;
  - Consultation; and
  - Monitoring.

The Directorate's Equality and Diversity Action Plan for 2006/2007 is attached.

4. The second part is the Annual Report, which will be presented for scrutiny to this Select Committee in the new municipal year. The Annual Report details achievements against the previous year's Equality and Diversity Action Plan (2005-2006).
5. Select Committee Chairmen have previously agreed that the Select Committee on Economic Regeneration should take the lead Select Committee role on equality and diversity issues. They also agreed that Select Committee should scrutinise individual Directorate's Action Plans and Annual Reports and these have been split up amongst the six committees, in part to ensure that the task is manageable. The DUE Equality and Diversity Action Plan is therefore presented to this Select Committee.

6. The draft Equality and Diversity Action Plan has been considered by the Directorate Management Team. Following scrutiny it will be approved by the four Lead Members with portfolios within the Directorate (holding responsibility for the Environment, Economic Regeneration, Transportation, and Leisure) using the decision sheet process. Once approved, it will be published on the Directorate intranet site, and on the Council's internet site, therefore providing information on both corporate and Directorate objectives on equality and diversity.

### **Finance**

7. Any costs associated with implementing the Action Plan will be met from existing Directorate budgets.

### **Law**

8. The Race Relations (Amendment) Act 2000 replaces Section 71 of the Race Relations Act 1976 with a new 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.
9. 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 will extend this Act by introducing a new duty on public authorities to promote disability equality.
10. The Sex Discrimination Act 1975 renders unlawful certain kinds of sex discrimination. In particular, Section 29 makes it unlawful for the Council, in providing activities or services (such as those arising pursuant to the statutory functions of the Council), to discriminate against any person seeking to obtain or use those facilities or services on the ground of gender.
11. 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**

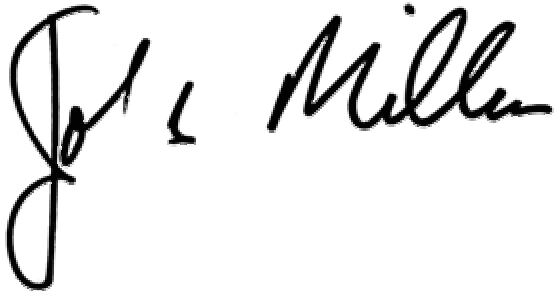
12. The Action Plan sets out proposals for progressing equality and diversity work regarding both corporate and directorate objectives. Performance indicators or outcomes are identified against each target so that progress in achieving the action plan can be monitored and reviewed.
13. The objectives contained within this report positively impact upon children and young people. In particular, objectives DUE 4 (Promotion of the Smartcard), DUE 8 (Promotion of the Prince's Trust) and DUE 9 (Participation in the Consumer Challenge Competition) have a direct impact, improving access to services and assisting in personal development. Consultation has taken place

with children and young people, and their comments and feedback integrated where possible into the development of the objectives.

### **Recommendation**

14. It is recommended that:

- Select Committee for Culture and Recreation considers and comments on the Directorate of the Urban Environment's equality and diversity action plan for 2006/2007.
- Any outstanding actions arising from the review of the Equality and Diversity Action Plan for 2005/06 are incorporated into the 2006/07 Equality and Diversity Action Plan.
- Receive, in mid-2007 (date yet to be confirmed), from the Directorate of the Urban Environment an Equality and Diversity Annual Report for 2006/2007 detailing information on the implementation of the objectives outlined in the attached Action Plan.

A handwritten signature in black ink, appearing to read 'John Millar', with a stylized, cursive script.

John Millar  
Director of the Urban Environment

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### **List of Background Papers**

Directorate of the Urban Environment's Equality and Diversity Action Plan  
2006/2007