

**Select Committee on Environment – 24<sup>th</sup> June 2008**

**Report of the Director of Finance**

**Directorate of Finance, ICT and Procurement's Equality and Diversity Annual Report 2007/08**

**Purpose of Report**

1. To consider the Directorate of Finance, ICT and Procurement's equality and diversity annual report for 2007/08.

**Background**

2. The production of an annual equality and diversity action plan and annual report by each directorate is a requirement of 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 2008/09, at its meeting held on 6<sup>th</sup> March 2008. 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, 2007/08.
3. The Select Committee on Regeneration, Culture and Adult Education has within its terms of reference responsibility for corporate equality and diversity issues, although 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:
6. The Race Relations (Amendment) Act 2000 replaces Section 71 of the Race Relations Act 1976 with 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.
7. 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 has extended this Act with a duty on public authorities to promote disability equality.


8. The Sex Discrimination Act 1975 renders unlawful certain kinds of sex discrimination. In particular, Section 29 makes it unlawful for the Council, in providing facilities 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. A duty on public authorities to promote gender equality under the Equality Act 2006 came into force on 6<sup>th</sup> April 2007.
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 annual report contains details of progress in implementing the Directorate of Finance, ICT and Procurement's equality and diversity action plan for 2007/08. Performance measures or outcomes were identified against each target so that progress in achieving the action plan can be monitored and reviewed.

### **Recommendation**

11. That the Select Committee considers and comments on the Directorate of Finance, ICT and Procurement's equality and diversity annual report for 2007/08.



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**Mike S Williams**  
**Director of Finance**

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### **List of Background Papers**

Guidance for the preparation of directorates' equality and diversity action plans and annual reports (December 2007)