

Select Committee on Children's Services – 27 September 2006

Report of the Director of Children's Services

Directorate of Children's Services – Annual Equality and Diversity Action Plan 2006/07

Purpose of Report

1. To present to the Select Committee on Children's Services the Annual Equality and Diversity Action Plan 2006/07.

Background

2. The Directorate of Children's Services, along with other Directorates within the Council, prepares an Annual Equality and Diversity Action Plan which sets out its objectives for implementing the Council's Equality and Diversity Policy. The Action Plan includes the Directorate's response to meeting corporate equality and diversity objectives as agreed by Select Committee on Economic Regeneration, in its lead scrutiny role on equality and diversity issues. To enhance our wider approach to equality and diversity within the Council, the Corporate Board has also undertaken focused work on developing our approach to equality and diversity across Directorates and this work links to their activity and commitment.
3. The Action Plan gives expression to the Council's Equality and Diversity Policy and seeks to progress the further development of fair and equitable services in accordance with national and local standards.

In accordance with the corporate format for Equality and Diversity Action Plans, this Plan contains:

- an explanation of its relationship with other plans;
 - the Directorate's equality and diversity vision and values;
 - key issues and targets for the plan; and
 - the action plan summary.
4. The Action Plan sets out what the Directorate intends to do in response to:

- corporate equality targets, as agreed by the Select Committee on Economic Regeneration;
- Directorate issues and priorities;
- service delivery issues; and
- employment issues.

Finance

5. It is expected that the implementation of this Action Plan will be carried out within current Directorate resources.

Law

6. 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.
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 will extend this Act by introducing a new 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.
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. This Equality and Diversity Action Plan is solely devoted to the promotion of fair access by different groups to the services offered by the Directorate and in employment opportunities. Realisation of the ambitions contained within the plan should contribute to achieving a reduction in social exclusion.
11. After consideration by this Committee the Action Plan will be made available to the Dudley Youth Council for discussion.

Recommendation

12. It is recommended that the Select Committee considers and comments on the Directorate of Children's Services' Annual Equality and Diversity Action Plan 2006/07.



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Director of Children's Services

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List of Background Papers

Directorate of Children's Services Annual Equality and Diversity Action Plan 2006/07