

WARDS: ALL

AGENDA ITEM NO: 8

SELECT COMMITTEE ON CULTURE AND RECREATION – 23 JUNE 2005

REPORT OF THE DIRECTOR OF THE URBAN ENVIRONMENT

EQUALITY AND DIVERSITY ANNUAL REPORT

1 PURPOSE

- 1.1 To consider the Equality and Diversity Annual Report for the Directorate of the Urban Environment.

2 BACKGROUND

- 2.1 The Council's Equality and Diversity Policy requires all Directorates to annually produce both an Action Plan and Annual Report. The Select Committee, at its meeting held on 9 March 2004, considered the Directorate's Action Plan, which set out the equality and diversity targets for 2004/2005. Attached is the Annual Report, which provides information on the targets agreed by the Select Committee in the Directorate's Action Plan for 2004/2005.
- 2.2 Select Committee Chairs have previously agreed that the Select Committee on Economic Regeneration should take the lead Select Committee role on equal opportunities 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.
- 2.3 This Annual Report has been considered by relevant Officers in the Directorate. Following scrutiny it will be approved by the four Lead Members with portfolios within the Directorate using the decision sheet process. Once approved it will be published on the Directorate Intranet site and the Council's Internet site.

3 PROPOSAL

- 3.1 That the Select Committee consider and comment on the attached Directorate of the Urban Environment Equality and Diversity Annual Report 2004/2005.

4 FINANCE

- 4.1 Any costs associated with implementing the Annual Report will be met from within existing budgets.

5 **LAW**

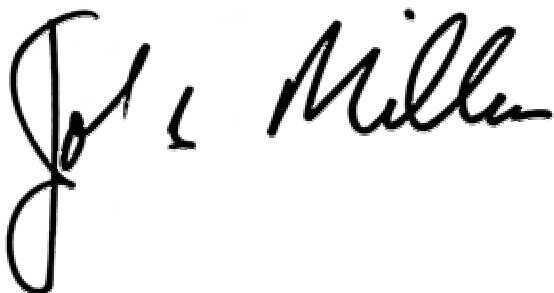
- 5.1 The Race Relations (Amendment) Act 2000 replaced Section 71 of the Race Relations Act 1976 with a general duty on public authorities to work towards the elimination of unlawful discrimination and promote equality of opportunity and good relations between persons of different racial groups.
- 5.2 The Disability Discrimination Act 2005 introduced a new general duty on public authorities to promote disability equality.
- 5.3 The Sex Discrimination Act 1975 renders unlawful certain kinds of sex discrimination. In particular, Section 25 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 grounds of gender.
- 5.4 Under Section 111 of the Local Government Act 1972, the Council is empowered to do anything which is calculated to facilitate, or is conducive or incidental to the discharge of its functions.

6 **EQUAL OPPORTUNITIES**

- 6.1 The report is directly concerned with the implementation of the Council's Equality and Diversity Policy. It has been circulated for comment and discussed with the Community Representatives. Suggestions have also been sought from Heads of Service in the Department concerning the implications for service delivery or employment actions.

7 **RECOMMENDATION**

- 7.1 That the Select Committee consider and comment on the Directorate of the Urban Environment Equality and Diversity Annual Report 2004/2005.

A handwritten signature in black ink, appearing to read 'John B Millar'. The signature is written in a cursive style with a large, stylized initial 'J'.

Director of the Urban Environment; John B Millar

Contact Officer: Hazel Elliott, Urban Environment Directorate (Ext 6995)
Email: hazel.elliott@dudley.gov.uk