

**Select Committee on Lifelong Learning – 7 September 2005**

**Report of the Director of Children's Services**

**Equality and Diversity Annual Report 2004/05**

**Purpose of Report**

1. The purpose of the report is to inform the Committee of achievements and issues relating to equality and diversity within the Directorate of Education and Lifelong Learning for the period 2004/05.

**Background**

2. All Directorates of the Council have an Equality and Diversity Policy Action Plan to guide their work in implementing the Council's Equality and Diversity Policy in relation to their service areas and employment practices.
3. In previous years, the Action Plan has incorporated a report of achievements against the targets set out in the previous year's Plan. For this year the Equality and Diversity Policy and Action Plan and the Annual Report have been split to help ensure that the Action Plan was in place by 31 March and so that the Annual Report could report on a full twelve months work.
4. The Equality and Diversity Policy and Action Plan was considered by the Committee on 15 March 2005 and approved by the Cabinet Member for the Directorate on 18 May 2005.

**Finance**

5. The financial implications for equality and diversity issues are met from within existing budgets.

**Law**

6. The Equality and Diversity Annual Report meets legal requirements under the Race Relations Act 1976 (as amended), the Sex Discrimination Act 1975, the Disability Discrimination Act 1995 and the Human Rights Act 1998.

**Equality Impact**

7. This report complies with all Equal Opportunities legislation.

**Recommendation**

8. It is recommended that the Committee notes this report.



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**John Freeman**  
**Director of Children's Services**

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**List of Background Papers**

The Equality and Diversity Action Plan 2005/06  
The Equality and Diversity Annual Report 2004  
The Equality and Diversity Action Plan 2004/05  
The Equality and Diversity Action Plan 2003/04  
The Directorate of Education and Lifelong Learning Equality and Diversity Policy