

Select Committee on Children's Services – 11th November 2010

Report of the Director of Children's Services

Directorate of Children's Services Equality and Diversity Action Plan 2010/11 & Equality and Diversity Annual Report 2009/10

Purpose of Report

1. To consider the annual Equality and Diversity Action Plan for 2010/11 and the Equality and Diversity Annual Report 2009/10 for the Directorate of Children's Services.

Background

2. The production of an annual equality and diversity action plan and report by each Directorate is an important commitment in the Council's Equality and Diversity Policy. The action plan sets out details of how each Directorate will promote equality in relation to its areas of responsibility during the coming year and responds to the framework established by the Council's Equality Scheme.
3. Overview and scrutiny of Directorate equality and diversity issues is included in the terms of reference of the Select Committee on Children's Services. Select committee chairs have agreed that scrutiny of individual Directorate's action plans be split up amongst the five committees.
4. The Directorate of Children's Services Action Plan for 2010/11 is attached and covers:
 - its relationship with other plans
 - the Directorate's vision and values
 - key issues and targets supporting the promotion of equality and diversity
5. The annual report setting out progress with the Directorate's action plan for 2009/10 is also attached. The Report contains data about reported racist incident in our schools. However it does not include data relating to bullying incidents because proposals for collecting such data (nationally) are yet to be agreed following consultation set up by the previous government.

6. The draft action plan and report have been considered by the Directorate Strategic Leadership Team. Following scrutiny by this committee they will be approved by the appropriate Cabinet Member before publication.

Finance

7. Any costs associated with implementing the action plan will be met from within existing budgets.

Law

8. The wide range of relevant equality legislation includes:
 - The Race Relations (Amendment) Act 2000 which places 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.
 - 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 introduced a duty on public authorities to promote disability equality.
 - The Sex Discrimination Act 1975 renders unlawful certain kinds of sex discrimination. A duty on public authorities to promote gender equality under the Equality Act 2006 came into force in April 2007.
 - The Equality Act 2010
 - Other legislation is in place relating to discrimination on the basis of age, religion or belief and sexual orientation.
 - Further legislation directly targeted towards children and young people includes The Children Act 2004.
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.

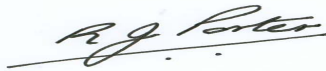
Equality Impact

10. The plan sets out proposed actions for promoting equality and diversity led by the Directorate of Children's Services during 2010/11. The equality impact is expected to be significant and positive for all children and young people especially for those from targeted groups. Some of the actions included in the plan derive from equality impact assessments (EqIAs) that have been carried out on the services or policies

of the Directorate or cover EqlAs due to be undertaken in 2010/11. Where practical performance indicators and outcomes are identified against targets 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 Children's Services Equality and Diversity Action Plan for 2010/11 and Annual Report of the Equality and Diversity Action Plan 2009/10.



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