

**Select Committee on Regeneration, Culture and Adult Education – 7th September 2009**

**Report of the Interim Director of Law, Property and Human Resources**

**Annual Review of Equality and Diversity 2009**

**Purpose of Report**

1. To consider the attached Annual review of equality and diversity for 2009.

**Background**

2. An annual review of equality and diversity is prepared for the select committee, in response to its lead scrutiny role on corporate equality and diversity issues, and the Cabinet. The attached report is the eighth such review and gives an overview of progress in implementing equality and diversity priorities and targets.
3. The review meets the various legal requirements for annual reporting of progress on a public authority's Race, Disability and Gender Equality Schemes, and includes data on relevant performance indicators and in relation to the Council's employment policies and practices.

**Finance**

4. Any costs which might be associated with responding to the issues raised in the report which cannot be met from within existing budgets will need to be assessed in due course.

**Law**

5. The range of relevant equality legislation includes:  
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.
6. 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.

7. 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.
8. 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**

9. The attached report contains a range of information, monitoring data and analysis relating to the impact of the Council's policies and practices on promoting equality and diversity. More information is given in the Directorate of Children's Services annual equality and diversity action plans and reports on the promotion of equality relating to children and young people.

### **Recommendation**

10. It is recommended that:
  - Members consider and comment on the attached annual review of equality and diversity;
  - the report be referred to the Cabinet for approval.



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**Philip Tart**

**Interim Director of Law, Property and Human Resources**

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**List of Background Papers**

Audit Commission 2007/08 quartile statistics

Dudley MBC employment monitoring data