

**Meeting of the Cabinet – 26<sup>th</sup> October 2011**

**Report of the Director of Corporate Resources**

**Annual Review of Equality and Diversity 2011**

**Purpose of Report**

1. To consider the annual review of equality and diversity for 2011, a full copy of which is available in the Members' room and electronically on the Council's committee management information system (CMIS).

**Background**

2. The 2011 annual review of equality and diversity is the tenth such report that has been produced and gives an overview of progress in implementing equality and diversity priorities and targets. The draft review was circulated to the Select Committee on Regeneration, Culture and Adult Education for its meeting on 12th September 2011, in accordance with its lead scrutiny role on corporate equality and diversity issues
3. The review highlights the important changes to equality legislation that have been introduced through much of the Equality Act 2010 being brought into force. The main anti-discrimination framework was introduced on 1<sup>st</sup> October 2010 with extended public sector equality duties implemented from April 2011. The review highlights action that has been taken in response to brief and train staff, update policies and other documents and to respond to the implications for the council's services.
4. The review has previously met the various legal requirements for annual reporting of progress on a public authority's race, disability and gender equality schemes. Schemes, and the reporting of progress on them, are no longer explicit legal requirements, but it is proposed to develop a new, more streamlined equality scheme for the council and to continue to report on progress with equality to ensure that there is a focused approach which is open to scrutiny. This will also

help to meet the new specific duties on the publishing of equality information and objectives during 2012 that have recently been brought into force.

5. The review reports in some detail on work to implement the action plans from the disability and gender equality schemes which were published in December 2009 and April 2010 respectively to meet the legal requirements at the time. Considerable progress has been made with tackling most of the objectives which were set out in these action plans. The review also draws attention to developments in other key areas and in relation to other protected groups.
6. The review contains data and analysis relating to the council's workforce and employment record. The specific legal requirements for the publishing of a range of data on employment by racial group, introduced following the Race Relations (Amendment) Act 2000, are no longer in place. However, the new requirements for the publishing of equality information cover public authorities' employment in relation to protected groups.

### **Finance**

7. 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**

8. The Equality Act 2010 replaced the previous anti-discrimination laws with a single Act. The first duties of the Act came into force on 1<sup>st</sup> October 2010.
9. Public sector equality duties under the Act came into force on 5<sup>th</sup> April 2011 requiring public authorities to pay due regard to the need to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations covering the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

### **Equality Impact**

10. The annual review 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**

11. It is recommended that Members approve the annual review of equality and diversity 2011.



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### **List of Background Papers**

Audit Commission 2007/08 and previous years' quartile statistics  
Dudley MBC employment monitoring data