

Select Committee on Regeneration, Culture and Adult Education
– 10th March 2011

Report of the Chief Executive

Chief Executive's Directorate's Equality and Diversity Action Plan 2011/12

Purpose of Report

1. To consider the annual equality and diversity action plan for 2011/12 for the Chief Executive's Directorate.

Background

2. The production of directorate equality and diversity action plans is an important part of the Council's approach to promoting equality, ensuring that all directorates maintain a focus on planning work to deliver appropriate services, on ensuring employees are treated fairly and in meeting the requirements of equality legislation.
3. Overview and scrutiny of corporate equality and diversity issues is included in the terms of reference of the Select Committee on Regeneration, Culture and Adult Education. Select committee chairmen have agreed that scrutiny of individual directorate's action plans be split up amongst the five committees.
4. The Chief Executive's Directorate's action plan for 2011/12 is attached. This responds in particular to the requirements of the new legislation set out in the Equality Act 2010. An annual report setting out achievements against the directorate's action plan for 2010/11 will be completed at the end of year.
5. This draft action plan has been considered by the directorate management team. Following scrutiny it will be approved by the appropriate Cabinet Member before publication.

Finance

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

Law

7. The first parts of the Equality Act 2010 came into force on 1 October 2010. The Act replaces much of the previous discrimination law, putting it into a single Act.
8. Public sector equality duties set out in the Race Relations (Amendment) Act 2000, Disability Discrimination Act 2005 and the Equality Act 2006 remain in force until they are replaced on 6th April 2011 by general and specific duties 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

9. The plan sets out proposed actions for promoting equality and diversity led by the Chief Executive's Directorate during 2011/12. A number of the actions included in the plan derive from equality impact assessments (EIAs) carried out on the directorate services or corporate policies, cover EIAs due to be undertaken in 2011/12 or relate to data to be collected which can assist in judging impact. Performance indicators or outcomes are identified against targets so that progress in achieving the action plan can be monitored and reviewed.
10. Issues relating to children and young people are covered in detail in the Directorate of Children's Services' annual equality and diversity action plans.

Recommendation

11. That the Select Committee considers and comments on the Chief Executive's Directorate's equality and diversity action plan for 2011/12.

John Poyellis

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John Polychronakis
Chief Executive

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List of Background Papers

Guidance for the preparation of directorates' equality and diversity action plans and annual reports (December 2010)