

Select Committee on Health and Adult Social Care – 27 March 2008

Report of the Directorate of Adult, Community and Housing Services

Directorate of Adult, Community and Housing Services Equality and Diversity Action Plan 2008/09

Purpose of Report

1. To consider the annual Equality and Diversity Action Plan for 2008/09 for the Directorate of Adult, Community and Housing Services.

Background

2. The Council's Equality and Diversity Policy requires all Directorates to produce an Equality and Diversity action plan annually.
3. The Directorate Action Plan will be presented for scrutiny in two parts. The first part – the Action Plan itself – is required to be presented to Select Committee before 31 March and covers:
 - Relationship with other plans
 - Vision and values
 - Key issues and targets
 - Action Plan summary
4. The second part is the annual report which will be presented for scrutiny to the first meeting of the Select Committee in the new municipal year. The annual report will cover achievements against the previous year's action plan targets.
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 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.

8. 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.
9. 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 grounds of gender. A new duty on public authorities to promote gender equality under the Equality Act 2006 came into force on 6 April 2007.
10. 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

11. The plan sets out proposed actions for promoting equality and diversity by the Directorate of Adult, Community and Housing Services during 2008/09. Performance indicators or outcomes are identified against targets so that progress in achieving the Action Plan can be monitored and reviewed. Whilst the plan relates to services offered by the Directorate to adults, for details of those issues pertaining to children please refer to the Directorate of Children's Services' Action Plan.

Recommendation

12. That the Select Committee considers and comments on the Directorate of Adult, Community and Housing Services' Equality and Diversity Action Plan for 2008/09.



.....
Linda Sanders
Director of Adult, Community and Housing Services

Contact Officer: Ron Sims - Assistant Director (Strategy & Housing Services)
Telephone: 01384 815005
Email: ron.sims@dudley.gov.uk
Saroj Norman – Strategy Manager (Equality and Diversity)
Telephone: 01384 815058
Email: saroj.norman@dudley.gov.uk

List of Background Papers

Guidance for the preparation of Directorates' Equality and Diversity Action Plan and Annual Reports (December 2007)