

Environment Scrutiny Committee – 14th June 2012

Report of the Director of Corporate Resources

Directorate of Corporate Resources Equality and Diversity Annual Report 2011/12

Purpose of Report

1. To consider the equality and diversity annual report for 2011/12 for the Directorate of Corporate Resources.

Background

2. The production of directorate equality and diversity annual reports is an important part of the council's approach to promoting equality, ensuring that all directorates report on the work they have done to deliver appropriate services for communities in the borough, on making sure employees are treated fairly and in meeting the requirements of equality legislation.
3. Overview and scrutiny of corporate equality issues is included in the terms of reference of the Regeneration, Culture and Adult Education Scrutiny Committee. Consideration of individual directorates' annual reports is split up amongst the different scrutiny committees, with this committee responsible for the Directorate of Corporate Resources report.
4. The Directorate of Corporate Resources action plan, which sets out its equality targets for 2012/13, was circulated to the scrutiny committee for its meeting held on 19th March 2012. Attached is the annual report which details progress on the targets agreed by the scrutiny committee in the directorate's action plan for the previous year, 2011/12.

Finance

5. Any costs associated with the annual report will be met from within existing budgets.

Law

6. The Equality Act 2010 replaced the previous anti-discrimination laws with a single Act. The first duties of the Act came into force on 1st October 2010.

7. The general public sector equality duty under the Act came into force on 5th 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.
8. The Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities to publish equality information by 31 January 2012 and equality objectives by 5th April 2012.

Equality Impact

9. The annual report contains details of progress in implementing the Directorate of Corporate Resources equality and diversity action plan for 2011/12. Performance measures or outcomes were identified against each target so that progress in achieving the action plan can be monitored and reviewed. The report also contains some feedback from equality impact assessments undertaken. Issues relating to children and young people are covered in more detail in the Directorate of Children's Services action plan and annual report.

Recommendation

10. That the scrutiny committee considers the Directorate of Corporate Resources equality and diversity annual report for 2011/12.



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Philip Tart
Director of Corporate Resources

Contact Officer: Menna Flavell, Law and Governance Division,
Directorate of Corporate Resources
Telephone: 01384 814807
Email: menna.flavell@dudley.gov.uk

Mohammed Farooq, Law and Governance Division,
Directorate of Corporate Resources
Telephone: 01384 815301
Email mohammed.farooq@dudley.gov.uk

List of Background Papers

Guidance for the preparation of directorates' equality and diversity action plans and annual reports (December 2011).