

SELECT COMMITTEE ON COMMUNITY SAFETY – 21st FEBRUARY 2005

REPORT OF THE DIRECTOR OF LAW AND PROPERTY

EQUALITY AND DIVERSITY ACTION PLAN

1. PURPOSE

- 1.1 To consider Equality & Diversity Action Plan for 2005/06 for the Directorate of Law & Property.

2. BACKGROUND

- 2.1 The Council's Equality & Diversity Policy requires all Directorates to produce an action plan annually.

- 2.2 In line with corporate guidance the directorate action plan will be presented for scrutiny in two parts. The first part "the action plan" is required to be presented to Select Committee before 31st March and should cover:

- Purpose of Plan
- Relationship with other plans
- Vision & Values
- Key Issues and targets
- Action Plan Summary

- 2.3 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 (May/June). The "annual report" will cover:

- Key facts about the directorate, including recruitment & workforce profiles.
- Achievement against previous year's targets.

- 2.4 Select Committee Chairs have agreed that the Select Committee on Economic Regeneration should take the lead Select Committee role on equal opportunities issues. They also agreed that Select Committees should scrutinise individual directorate's action plans and these have been split up amongst the six committees, in part to ensure that the task is manageable.

- 2.5 This draft action plan has been considered by the directorate management team. Following scrutiny it will be approved by the Lead Member for Law & Property using the decision sheet process by 31st March 2004. Once approved it will be published on the directorate intranet site and the Council's internet site.

3. PROPOSAL

- 3.1 That the Select Committee consider and comment on the attached Directorate of Law & Property 2005/06 Equality & Diversity Action Plan.

4. FINANCE

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

5. **LAW**

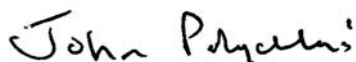
- 5.1 The Race Relations (Amendment) Act 2000 replaces Section 71 of the Race Relations Act 1976 with a new general duty on public authorities to work towards the elimination of unlawful discrimination and promote equality of opportunity and good relations between persons of different racial groups.
- 5.2 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.
- 5.3 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.
- 5.4 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.

6. **EQUAL OPPORTUNITIES**

- 6.1 The report is directly concerned with the implementation of the Council's Equality & Diversity Policy. It was circulated for comment and discussed with the Community Representatives. Suggestions were also sought from all staff in the Directorate on their suggestions for service delivery or employment actions.

7. **RECOMMENDATION**

- 7.1 That the Select Committee consider and comment on the Directorate of Law & Property 2005/06 Equality & Diversity Action Plan.



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Director of Law and Property

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