

**Select Committee on Economic Regeneration  
– 1st July 2004**

**Chief Executive's Directorate's Equality and Diversity Annual Report for  
2003/04**

**Report of the Chief Executive**

**1. Purpose**

- 1.1 To consider the Chief Executive's Directorate's equality and diversity annual report for 2003/04.

**2. Background**

- 2.1 The production of an annual equality and diversity action plan and annual report by each directorate is a requirement of the Council's equality and diversity policy. This year the action plan and annual report has been presented in two parts. The select committee considered the directorate's action plan which sets out equality and diversity targets for 2004/05 at its meeting held on 23<sup>rd</sup> March 2004. Attached is the annual report which details progress on the targets agreed by the select committee in the directorate's action plan for 2003/04.
- 2.2 This Committee has agreed to take the lead select committee role on equality and diversity issues, although responsibility for scrutinising individual directorate's action plans and annual reports has been divided between the six select committees.

**3. Proposal**

- 3.1 That Members consider and comment on the Chief Executive's Directorate's equality and diversity annual report for 2003/04.

**4. Finance**

- 4.1 Any costs associated with the annual report 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 25 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.
- 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 or incidental to the discharge of its functions.

## **6.0 Equal Opportunities**

- 6.1 The annual report contains details of initiatives undertaken in implementing the Council's equality and diversity policy.

## **7.0 Recommendation**

- 7.1 That Members consider and comment on the attached annual report.

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**Chief Executive**

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**Background papers:** Guidance for the preparation of directorates' annual equality and diversity action plans and annual reports