

Dudley Metropolitan Borough Council

Select Committee on Lifelong Learning – 15 March 2005

Report of the Director of Education and Lifelong Learning

Draft Equality and Diversity Action Plan 2005/06

Purpose

1. To consult with the Select Committee on the draft Equality and Diversity Action Plan 2005/06 for the Directorate of Education and Lifelong Learning.

Background

2. The Council's Equality and Diversity Policy requires all Directorates to produce an annual Action Plan.
3. As last year the Directorate of Education and Lifelong Learning action plan will be presented for scrutiny in two parts. The first part, the Action Plan, is required to be presented before 31 March 2005 and covers:
 - the purpose of the Plan;
 - relationship with other plans;
 - vision and values;
 - key issues and targets; and
 - 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:
 - key facts about the Directorate, including recruitment and workforce profiles;
 - achievement against the previous year's targets.

The Select Committee on Economic Regeneration takes the lead role on equality issues for the Council. The relevant Select Committees scrutinise individual directorate's action plans.

5. The draft Action Plan has been considered by the Directorate Equality and Diversity Working Group and will be sent out for full consultation shortly prior to being approved by the Cabinet Member for Education and Lifelong Learning and will then be published on insidedudley and the Council's internet site.

Finance

6. Any costs associated with the implementation of 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 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.
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.
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 sue those facilities or services on the ground of gender.
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.

Equal Opportunities

12. The report is directly concerned with the implementation of the Council's Equality and Diversity Policy. It will be circulated for comment and discussed with Community Representatives. Suggestions will also be sought from all staff in the Directorate and

managers will be requested to include equality and diversity issues with all of their Service planning.

Recommendation

13. It is recommended that the Select Committee considers and comments on the Directorate of Education and Lifelong Learning 2005/06 Equality and Diversity Action Plan.



John Freeman
Director of Education and Lifelong Learning

Contact Officer:
Cindy Peek, Assistant Director for Community Education and Development
Tel: 01384 814206

Background Papers

Equality and Diversity Action Plan 2004/05
Equality and Diversity Annual Report 2003/04
The Directorate's Equality and Diversity Policy 2004