

**Select Committee on Environment – 16<sup>th</sup> June 2011**

**Report of the Director of Corporate Resources**

**Directorate of Corporate Resources Equality and Diversity Annual Report 2010/11**

**Purpose of Report**

1. To consider the equality and diversity annual report for 2010/11 for the Directorate of Corporate Resources.

**Background**

2. The production of annual equality and diversity action plans and annual reports by each directorate is a commitment in the Council's equality and diversity policy. The Select Committee on Environment considered the Directorate of Corporate Resources action plan, which sets out its equality and diversity targets for 2011/12, at its meeting held on 21<sup>st</sup> March 2011. Attached is the annual report which details progress on the targets agreed by Select Committees in the Directorate of Finance, ICT and Procurement and Directorate of Law, Property and HR action plans for the previous year, 2010/11. With effect from 1<sup>st</sup> January 2011, the directorates were amalgamated to form the Directorate of Corporate Resources.
3. The Select Committee on Regeneration, Culture and Adult Education has within its terms of reference responsibility for corporate equality and diversity issues. Responsibility for scrutinising individual directorates' action plans and annual reports is divided between the five select committees.

**Finance**

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

**Law**

5. The first parts of the Equality Act 2010 came into force on 1 October 2010. The Act replaces much of the previous discrimination law, putting it into a single Act.

6. Public sector equality duties under the Equality Act 2010 came into force on 5<sup>th</sup> 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

### **Equality Impact**

7. The annual report contains details of progress in implementing the equality and diversity action plans for 2010/11 for the Directorate of Finance, ICT and Procurement and Directorate of Law, Property and HR. 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**

8. That the Select Committee considers and comments on the Directorate of Corporate Resources equality and diversity annual report for 2010/11.



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**Philip Tart**  
**Director of Corporate Resources**

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### **List of Background Papers**

Guidance for the preparation of directorates' equality and diversity action plans and annual reports (December 2010).