

**Select Committee on Regeneration, Culture and Adult Education – 4<sup>th</sup> March 2009**

**Report of the Interim Chief Executive**

**Chief Executive's Directorate's Equality and Diversity Action Plan 2009/10**

**Purpose of Report**

1. To consider the annual equality and diversity action plan for 2009/10 for the Chief Executive's Directorate.

**Background**

2. The production of an annual equality and diversity action plan by each directorate is an important commitment in the Council's Equality and Diversity Policy. The action plan sets out details of how a directorate will promote equality in relation to its areas of responsibility during the coming year and responds to the three year framework established by the Council's Equality Scheme 2007-10.
3. Overview and scrutiny of corporate equality and diversity issues is included in the terms of reference of the Select Committee on Regeneration, Culture and Adult Education. Select committee chairmen have agreed that scrutiny of individual directorate's action plans be split up amongst the five committees.
4. The Chief Executive's Directorate's action plan for 2009/10 is attached and covers:
  - its relationship with other plans
  - the directorate's vision and values
  - key issues and targets in drawing up the plan, and
  - the detailed action plan.
5. The annual report setting out progress with the directorate's action plan for 2008/09 will be presented to the first meeting of the select committee in the new municipal year.
6. This draft action plan has been considered by the directorate management team. Following scrutiny it will be approved by the appropriate Cabinet Member before publication.

## **Finance**

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

## **Law**

8. The wide range of relevant equality legislation includes:
  - The Race Relations (Amendment) Act 2000 which places a 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.
  - 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. The Disability Discrimination Act 2005 introduced a duty on public authorities to promote disability equality.
  - The Sex Discrimination Act 1975 renders unlawful certain kinds of sex discrimination. A duty on public authorities to promote gender equality under the Equality Act 2006 came into force in April 2007.
  - Other legislation is in place relating to discrimination on the basis of age, religion or belief and sexual orientation.
9. 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.

## **Equality Impact**

10. The plan sets out proposed actions for promoting equality and diversity led by the Chief Executive's Directorate during 2009/10. Many of the actions included in the plan derive from equality impact assessments (EIAs) that have been carried out on the services or policies of the directorate or cover EIAs due to be undertaken in 2009/10. Performance indicators and outcomes are identified against targets so that progress in achieving the action plan can be monitored and reviewed.
11. Issues relating to children and young people are covered in detail in the Directorate of Children's Services' annual equality and diversity action plans.

## **Recommendation**

12. That the Select Committee considers and comments on the Chief Executive's Directorate's equality and diversity action plan for 2009/10.

John Polychronakis

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**John Polychronakis**  
**Interim Chief Executive**

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### **List of Background Papers**

Guidance for the preparation of directorates' equality and diversity action plans and annual reports (December 2008)