



meeting **CABINET**

date **10 JANUARY 2006**

agenda item number

REPORT OF THE DEPUTY LEADER

THE EQUALITY AGENDA FOR LOCAL GOVERNMENT – CORPORATE EQUALITY PLAN 2006 - 2008

1. Purpose of this report

- 1.1 To inform Members of how the County Council is moving forward with equality and diversity service delivery and employment;
To outline specific issues related to equality legislation, the IDeA Equality Standard and to obtain approval for the Corporate Equality Plan 2006 -2008.

2. Background

- 2.1 In January 1999 the Council adopted the national Equality Standard (now validated by the IDeA), to comply with Best Value Corporate Health Indicator BV002. This requires that an equality audit of all services and practices be carried out and a continuing self assessment process be followed. The levels achieved each year (on a scale of 1– 5, 5 being highest), are submitted to the Audit Commission. The Corporate Equality Group (CEG) comprising of officers, trade unions, self managed groups and external partners produce a series of equality action plans, both corporate and departmental, linked to the business planning process. The plans are monitored through departmental groups and an overarching strategy group (CEDSG) chaired by the Chief Executive.
- 2.2 The attached Corporate Equality Plan 2006 – 2008 has been agreed at CEG and CEDSG and will be amended 4 times a year following CEG meetings, information received from consultation, and through the SDR/impact assessment process.
- 2.3 Legislation

The CEP also contains the legislative requirements of current and forthcoming equality legislation i.e.

- Race Relations Amendment Act (RRAA) 2000

- Disability Discrimination Amendment Act (DDAA) 2005
- Equality Employment Legislation 2003 (sexual orientation, race, religion, belief and disability)
- Equality Act 2006 (goods and service provision relating to sexual orientation and requirement to publish a Gender Equality Scheme 2007 - 2010)
- Age Discrimination Legislation 2006

3. Information and Advice

- 3.1 The Council declared that it is at Level 3 of the Equality Standard in December 2006 and is now waiting for external assessment and verification.
- 3.2 The programme of equality development for employees and Members will continue and is a vital component of meeting legislative requirements and maintaining the Equality Standard.
- 3.3 The SDR/impact assessment programme continues to “equality proof” the Councils policies but relies on Member scrutiny and monitoring to meet legislative requirements and achieve Level 4 of the Equality Standard.

4. Statutory and policy implications

- 4.1 This report has been compiled after consideration of implications in respect of finance, equal opportunities, personnel, crime and disorder and those using the service. Where such implications are material, they have been described in the text of the report. Attention is however drawn to the following:

5. Personnel Implications

- 5.1 This will be met within service departments existing staffing levels through usual business and equality planning mechanisms.

6. Financial Implications

- 6.1 This will be met within service departments existing budgets.

7. Equal opportunities implications

- 7.1 A service diversity review is at the consultation stage.

8. Implications for service users

- 8.1 No immediate implications directly for service users.

9. Recommendations

- 9.1 That Cabinet approve the Corporate Equality Plan 2006 – 2008 and implications for resourcing.

- 9.2 That Members support the equality development programme and directly engage with all relevant legislative requirements.

Deputy Leader
Cllr Mick Storey

10. Legal Services comments (LMc 28/12/2006)

- 10.1 Cabinet has the delegated authority to approve the recommendations in the report.




11. Strategic Director (Resources) comments

- 11.1 As indicated in the report this activity is part of the usual business and equality planning and any costs associated will be contained within existing department budgets. (NS 19/12/06)

12. Electoral division affected

- 12.1 Nil.

Background Papers Available for Inspection

-  Race Equality Scheme 2004 -2007
-  Disability Equality Scheme 2006 – 2009
- www.notinghamshire.gov.uk/raceequalityscheme
-  Departmental Equality Plans 2006