
TITLE: SINGLE EQUALITY SCHEME 2016-2020

Committee: Regulatory & Support Services Committee

Date: 4th April 2016

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[Q234]

1.0 ISSUE

- 1.1 To review the Council's revised Single Equality Scheme which has been updated for the period 2016-2020.

2.0 RECOMMENDATION(S)

- 2.1 It is recommended that the Regulatory and Support Services Committee approve the Council's updated Single Equality Scheme before consultation commences more widely with Councillors, local residents, community groups, partner organisations, parish councils and other associations.

3.0 BACKGROUND

- 3.1 The Council introduced a Single Equality Scheme to develop an overall view of equality and diversity. We have published two previous schemes covering the periods 2009-2011 and 2012-2015.
- 3.2 The aims and principles underpinning our single equality scheme are to:
- Meet the responsibilities placed on us by the equalities legislation, specifically, the Equality Act and the Public Sector Equality Duty.
 - Ensure that equalities issues influence decision making.
 - Identify what barriers people face and take steps to remove them.
 - Develop measures and actions to tackle discrimination.
 - Challenge discrimination against people who work for the Council or who use our services.
 - Raise staff awareness and understanding of these issues.
- 3.3 The scheme includes three new equality objectives and an updated Equalities Action Plan for the period 2016-2020. The Action Plan is our public commitment of how we plan to meet the duties placed upon us by the equality legislation, and reinforces our commitment to promoting and valuing equality and diversity in all that we do.
- 3.4 Consultation has already commenced internally with Corporate Management Team, Service Leads and Unison. Subject to committee approval, further consultation will now take place with Councillors, local residents, community groups, partner organisations, parish councils and other associations on the updated scheme.

4.0 FINANCIAL IMPLICATIONS/EQUALITY IMPACT ASSESSMENT

4.1 There are no financial implications associated with this report.

4.2 An Equality Impact Assessment (EIA) is attached at Appendix 2.

5.0 APPENDICES

Appendix 1 – Draft Single Equality Scheme 2016-2020.

Appendix 2 – Single Equality Scheme – Equality Impact Assessment

Background Documents

Equality and Human Rights
Commission (2011) Equality Act
Codes of Practice (and
associated guides)

Government Equalities Office
(2011) Equality Act 2010: What
do I need to know? Quick Start
Guides

ECDC Single Equality Schemes
2009-2011 and 2012-2015

Local population data:

(1) Office for National Statistics
2014 mid-year population
estimates

(2) Office for National Statistics
2011 Census

Staff statistics and recruitment
monitoring forms

<http://www.stonewall.org.uk/>

<http://gendertrust.org.uk/>

Location

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