

**COMMITTEE:** RACE ADVISORY FORUM

**DATE:** 5<sup>th</sup> FEBRUARY 2008

**SUBJECT:** DRAFT DEPARTMENTAL EQUALITY ACTION PLANS

**REPORT BY:** HEAD OF EQUALITIES

**CONTACT OFFICER:** RAJ NAYER 01582 547224

**IMPLICATIONS:**

<b>LEGAL</b>		<b>STAFFING</b>
<b>EQUALITIES</b>	✓	<b>COMMUNITY SAFETY</b>
<b>FINANCIAL</b>		<b>RISKS</b>
<b>OTHER</b>		

**WARDS AFFECTED: ALL**

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**RECOMMENDATION(S)**

1. Race Advisory Forum (RAF) is recommended to
  - i) **Note the four key objectives in paragraph(s) 5 to 8 and**
  - ii) **Consider and suggest changes or amendments as appropriate to the Departmental Equality Action Plans attached at Appendices 1 and 2.**

**REPORT**

2. The Council has adopted the four key themes of Leadership and Corporate Commitment; Consultation, Community Development and Partnership; Service Delivery and Customer Care and Employment and Training from the Equality Standard for Local Government to provide the continued focus for this year's annual equalities action plan.
3. The Corporate themes are supported by a number of corporate actions and performance measures. All departments have used the corporate actions and performance measures as a starting point to develop specific targets and outcomes relevant to their respective services,

which focuses more closely on the particular equality issues within departments.

4. The actions, targets and outcomes outlined in the Draft Action Plans reflects the key performance areas outlined in the Equality Standard and the requirements of the various pieces of equality legislation, which forms the basis of the Council's equalities work. The four key corporate objectives are as follows:
5. **Objective A – To provide effective leadership and commitment in delivering equality of opportunity and tackling discrimination**
6. **Objective B – To carry out equality impact assessments across all services, establish consultation, scrutiny and audit arrangements and take action on the results of assessments and consultation.**
7. **Objective C – To improve equality of access to goods, facilities and services**
8. **Objective D – To improve the council's management of equality and diversity issues in order to maximise the potential of employees, ensure the workforce reflects all sections of the community and to raise the profile of the authority as a good employer.**
9. Consultation on the draft action plans will be carried out with a range of stakeholder groups, including the Race Advisory Forum; the Disability Advisory Forum ; the Lesbian, Gay, Bisexual and Transgender Steering Group (LGBT) and the Women's Forum.

### **EQUALITIES IMPLICATIONS**

10. The revised Equalities Action Plans will form an integral and key part in the promotion of equality arrangements throughout the Council and in pursuit of our core values and strategic aims.

### **APPENDICES**

11. Appendix 1 (attached) – Chief Executive Equality Action Plan.  
Appendix 2 (attached) – Housing and Community Living Equality Action Plan  
Appendix 3 – Children and Learning Equality Action Plan  
Appendix 4 – Corporate & Customer Services Equality Action Plan  
Appendix 5 – Environment and Regeneration Draft Equality Action Plan