

COMMITTEE: RACE ADVISORY FORUM
DATE: 7TH FEBRUARY 2005
SUBJECT: DRAFT EQUALITIES ACTION PLAN GUIDANCE
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IMPLICATIONS:

LEGAL	✓	COMMUNITY SAFETY
EQUALITIES	✓	ENVIRONMENT
FINANCIAL		CONSULTATIONS
STAFFING		OTHER

WARDS AFFECTED: All

PURPOSE

1. To seek the views of the Forum members on the guidance, format and outcomes set out in the Council's Draft Equalities Action Plan for 2005/06.

RECOMMENDATION(S)

2. The Race Advisory Forum is recommended to consider and comment on the draft Corporate Equality Action Plan attached which is subject to further consultation within departments and elected Members.

BACKGROUND

3. The Council has a rolling programme of annual equalities action plan which seek to address key issues in the areas of employment and training, service delivery, consultation, communication and monitoring. All departments are in the process of developing their individual equalities action plans, which will specify targets to be achieved based on specific service outcomes, lead persons and performance as set out in the attached Corporate Equality Action Plan.

4. The actions and outcomes outlined in the corporate action plan attached , reflects the main 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.
5. The draft action plan framework has already been considered by the Corporate Directors Management Team and consultation will be taking place with various stakeholders until early March. It is expected that the final Plan will be approved by the Executive on the 14th March for implementation on the 1st April 2005.

REPORT

6. The Corporate targets in the 2005-6 Draft EAP Guidance are as follows:
 - Black and minority ethnic employees – 22%
 - Disabled employees - 9%
 - Top 5% of earners – 50% women and 11% black and minority ethnic groups
 - Representative Interview Panels 60%
 - Level 4 of the Standard for Local Government

EQUALITIES IMPLICATIONS

7. By ensuring that there are disability-based outcomes built into the Equalities Action Plan Guidance, Departments are expected to include those in their Departmental Action Plans and report on their achievement of those outcomes at regular intervals.

APPENDIX

8. Draft Equalities Action Plan Guidance and Format 2005/6

LIST OF BACKGROUND PAPERS **LOCAL GOVERNMENT ACT 1972, SECTION 100D**

None