

## **Environment Scrutiny Committee - 18th March 2013**

### **Report of the Director of Corporate Resources**

#### **Directorate of Corporate Resources Equality Action Plan 2013/14**

##### **Purpose of report**

1. To consider the annual equality action plan for 2013/14 for the Directorate of Corporate Resources.

##### **Background**

2. The council's equality scheme sets out the council's approach to equality and includes a commitment for directorates to continue to produce equality action plans. This ensures that all directorates maintain a focus on planning work to deliver appropriate services to meet the needs of communities in the borough, on making sure employees are treated fairly and on fulfilling the requirements of equality legislation.
3. Overview and scrutiny of corporate equality issues remains within the terms of reference of the Regeneration, Culture and Adult Education Scrutiny Committee. Consideration of individual directorates' action plans is split up amongst the different scrutiny committees, with this committee responsible for the Directorate of Corporate Resources plan. Following scrutiny, it will be approved by the Cabinet Member for Human Resources, Law and Governance before being published on the council's equality web pages.
4. The directorate's action plan for 2013/14 is attached. This sets out actions to respond to the continuing implementation and review of the Equality Act 2010 and in particular to the public sector equality duties in the act. It also highlights how it is contributing towards the overall council equality objectives, published in 2012 in accordance with the specific public sector equality duties. Actions relating to different service areas within the directorate are also included in the directorate's plan.

5. An annual report setting out achievements against the directorate's action plan for 2012/13 will be completed at the end of year and circulated to the committee for its June 2013 meeting.

### **Finance**

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

### **Law**

7. The Equality Act 2010 replaced the previous anti-discrimination laws with a single Act. The first duties of the Act came into force on 1<sup>st</sup> October 2010.
8. The general public sector equality duty under the Act came into force on 5<sup>th</sup> April 2011 requiring public authorities to pay due regard to the need to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations covering the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
9. The Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities to publish equality information by 31 January 2012 (and annually thereafter) and equality objectives by 5<sup>th</sup> April 2012.

### **Equality Impact**

10. The plan sets out proposed actions for promoting equality led by the Directorate of Corporate Resources during 2013/14. A number of the actions included in the plan derive from equality impact assessments (EIAs) carried out on the directorate services or corporate policies, cover EIAs due to be undertaken in 2013/14 or relate to data to be collected which can assist in judging impact. Performance indicators or planned 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 action plans.

## **Recommendation**

12. That the committee considers and comments on the Directorate of Corporate Resources equality action plan for 2013/14.



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**Philip Tart**  
**Director of Corporate Resources**

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### **List of Background Papers**

Guidance for the preparation of directorates' equality action plans and annual reports (December 2012)