

DUDLEY METROPOLITAN BOROUGH

GOOD HEALTH SELECT COMMITTEE 22nd March 2005

REPORT OF THE DIRECTOR OF SOCIAL SERVICES

**REPORT ON THE SOCIAL SERVICES EQUALITY AND DIVERSITY
ACTION PLAN 2005/6**

1.0 PURPOSE OF THE REPORT

- 1.1 To present, to the Good Health Select Committee, the Directorate of Social Services' Equality and Diversity Action Plan 2005/6

2.0 BACKGROUND

- 2.1 Each year the Social Services Directorate, along with other directorates within the Authority, prepares an Equality and Diversity Action Plan in line with agreed corporate guidance. This year an additional column has been added to the primary content of the action plan. This column is headed status and within that column we indicate the relationship between each objective and the content of the current year's action plan - an objective may be labelled:

- New - the activity reflected in these objectives have no immediate relationship to objectives in the plan for 2004/5
- Consolidation - the activity anticipated under these objectives is activity that will assist us to maximise the return/benefit of activity undertaken in 2004/5
- Extension - this is a new activity but with an identified relationship to activity undertaken in 2004/5

- 2.2 The plan gives expression to the Council's Equality and Diversity Policy and seeks to progress the further development of fair and equitable services in accordance with national and local standards. These are reflected in the Council Plan and the Directorate's Strategic Plan and its Divisional Business and Performance Plans.

- 2.3 The equality and diversity agenda has relevance both to the way the organisation conducts its business and to the services it provides.

3.0 PROPOSAL

- 3.1 That the Select Committee note and comment on the Social Services Directorate's Equality and Diversity Action Plan 2005/6

4.0 FINANCE

- 4.1 It is expected that the implementation of this action plan will be contained within current resources

5.0 LAW

- 5.1 The Race Relations (Amendment) Act 2000 replaces Section 71 of the Race Relations Act 1976 with a new general duty on public authorities to work towards the elimination of unlawful discrimination and promote equality of opportunity and good relations between persons of different racial groups.
- 5.2 The Disability Discrimination Act, 1995 makes it unlawful to discriminate against disabled people in connection with employment, the provision of goods, facilities and services and the disposal or management of premises.
- 5.3 The Sex Discrimination Act, 1975, renders unlawful certain kinds of sex discrimination. In particular, Section 29 makes it unlawful for the Council, in providing facilities or services (such as those arising pursuant to the statutory functions of the Council), to discriminate against any person seeking to obtain or use those facilities or services on the ground of gender.
- 5.4 Under Section 111 of the Local Government Act, 1972, the Council is empowered to do anything which is calculated to facilitate, or is conducive to, or incidental to the discharge of its functions.

6.0 EQUAL OPPORTUNITIES

- 6.1 The Equality and Diversity Action Plan presented to the Select Committee has been drafted, and is expected to, promote the interests of all disadvantaged groups who are stakeholders in the Social Services Directorate's business. Realisation of the ambitions contained within the plan should contribute to achieving fairer access to services and reducing social exclusion.

7.0 RECOMMENDATION

- 7.1 That the Select Committee act on the proposal contained at 3.1



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