

CREATING OPPORTUNITIES AND TACKLING INEQUALITIES SCRUTINY COMMITTEE	Agenda Item No. 5
26 JULY 2011	Public Report

Report of the Executive Director of Adult Social Services

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SINGLE EQUALITY SCHEME - CONSULTATION

1. PURPOSE

- 1.1 The report is being presented to Scrutiny Committee so that members can consider and comment on the Single Equality Scheme as part of the consultation process.

2. RECOMMENDATIONS

- 2.1 Members are asked to consider, and comment on, the Single Equality Scheme at the attached Appendix.

3. LINKS TO THE SUSTAINABLE COMMUNITY STRATEGY

- 3.1 The Single Equality Scheme links directly with the City Council's corporate objective "creating opportunities and tackling inequalities" embedded in the Sustainable Community Strategy and linked with the current development of the Greater Peterborough Partnership Single Delivery Plan.

4. BACKGROUND

- 4.1 The council has legal responsibilities to ensure that equality and diversity is integrated into its service planning and delivery. This Single Equality Scheme underpins the council's strategic plans and demonstrates how it will meet those legal responsibilities. It also demonstrates how the council will deliver on its vision that every person should have equal access to services and to opportunities.
- 4.2 The scheme brings together the equality schemes the council previously had in place into one document. It sets out how we will meet our obligations under current equalities legislation and guidance.
- 4.3 The scheme outlines:
- The council's vision and commitments to promoting equality and diversity and challenging discrimination in service delivery and employment functions;
 - Guidance to staff and councillors about the promotion of equal opportunities and opposing discrimination, both as an employer and a service provider; and how we will tell the community and partners about our approach to equalities;
 - Key actions for 2011 to 2014;
 - Our equality impact assessment procedures;
 - Our statutory duties;
 - Related employment policies and procedures; and
 - The profile of Peterborough's population and workforce.
- 4.4 The scheme will be reviewed every three years and the action plan revised and updated annually.

5. KEY ISSUES

In addition to general comments and feedback, the council's Equality and Diversity Steering Group is particularly interested for comments on the following:

- 5.1 Does the scheme cover the breadth of work in which the City Council is involved? Are there pieces of work which are not referenced?
- 5.2 Does the scheme, and action plan, balance internal facing (staffing) and external facing (services) issues?
- 5.3 Is the action plan SMART enough? Are actions specific, measurable, achievable, realistic and with timescales?
- 5.4 Have we been ambitious enough in our action plan? Should we be more challenging? Or more realistic?
- 5.5 How should we measure ourselves? What performance targets can you suggest?

6. IMPLICATIONS

6.1 This Single Equality Scheme has implications for:

- Users of the council's services and visitors to its sites
- Councillors
- Employees
- Any person on secondment from another organisation who works within the council
- Volunteers
- Freelance and temporary staff representing the council
- Contractors and sub-contractors

7. CONSULTATION

- 7.1 The formal consultation period started towards the end of April and ends on 15 July 2011. However, as today's meeting of the Scrutiny Committee was postponed from 11 July, comments from today's meeting will be fed into the formal consultation process.
- 7.2 The Single Equality Scheme consultation document has been published on the city council's website and has been distributed to key partners, voluntary organisations, housing providers, schools, colleges and various Partnership Boards inviting comments. It has also been presented to the Diversity Forum, Cohesion Board, the Customer Service Focus Group and various groups within children's services.

8. NEXT STEPS

- 8.1 The final draft of the Single Equality Scheme will be presented to Cabinet in September 2011.

9. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

- 9.1 None.

10. APPENDICES

- 10.1 Single Equality Scheme