

CABINET	AGENDA ITEM No. 4
7 November 2011	PUBLIC REPORT

Cabinet Member	Councillor Irene Walsh	
Contact Officer(s):	Denise Radley, Director of Adult Social Services	Tel. 758444

SINGLE EQUALITY SCHEME

R E C O M M E N D A T I O N S	
FROM : Denise Radley, Director of Adult Social Services	Deadline date : N/A
Cabinet members are asked to approve the Single Equality Scheme (attached as appendix 1) for implementation and publication.	

1. ORIGIN OF REPORT

- 1.1 This report is presented to Cabinet following the implementation of the Equality Act 2010. It sets out how the council will meet its statutory obligations and includes an action plan setting out the timetable for doing so.

2. PURPOSE AND REASON FOR REPORT

- 2.1 The purpose of this report is to seek approval from Cabinet for the Single Equality Scheme.
- 2.2 This report is for Cabinet to consider under its Terms of Reference No. 3.2.4: To promote the Council's corporate and key strategies and Peterborough's Community Strategy and approve strategies and cross-cutting programmes not included within the Council's major policy and budget framework.

3. TIMESCALE

Is this a Major Policy Item/ Statutory Plan?	NO
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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 its vision that every person should have equal access to services and opportunities.
- 4.2 The scheme brings together the equality schemes the council previously had in place into one document. It sets out how it will meet its 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. CONSULTATION

5.1 A formal consultation period ran from the end of April 2011 until 15 July 2011. The consultation document was published on the city council's website and was distributed to key partners, voluntary organisations, housing providers, schools, colleges and various Partnership Boards inviting comments. It was also presented to the Creating Opportunities and Tackling Inequalities Scrutiny Committee, the Diversity Forum, the Cohesion Board, the Customer Service Focus Group and various groups within Children's Services. A summary of comments received and the action taken is attached at appendix 2.

6. ANTICIPATED OUTCOMES

6.1 That Cabinet approves the Single Equality Scheme and that the City Council makes progress towards its equality objectives.

7. REASONS FOR RECOMMENDATIONS

7.1 Approval of the Single Equality Scheme ensures the council has arrangements in place to meet its statutory duties in relation to equality legislation.

8. ALTERNATIVE OPTIONS CONSIDERED

8.1 The Single Equality Scheme is not a requirement under the legislation however it is considered the best way to summarise the Council's commitments, objectives and actions in relation to equalities and it demonstrates how the general equality duty is being met. The alternative option of not publishing a Single Equality Scheme was therefore ruled out.

9. IMPLICATIONS

9.1 Legal

The Single Equality Scheme is set within the context of the recently updated equality legislation and appropriate references are made in the document.

9.2 Finance

Actions set out within this scheme will be met within current resources.

9.3 Human Resources

Equality matters relating to HR are set out within the Single Equality Scheme.

9.4 Equalities

The document is a key statement in relation to equality and diversity for the City Council.

10. BACKGROUND DOCUMENTS

None.