

9 EQUALITIES AND DIVERSITY POLICY - UPDATE (AN59-2006)

Reference is made to Article VI of the Minute of Meeting of this Committee of 8th November 2005 wherein it was remitted to Departments to produce equality action plans for submission to this Committee by August 2005 and to annually report thereafter. Revised guidelines from the Commission for Racial Equality requiring equality impact assessment to be an integral part of equality action planning resulted in a revision of this strategy.

Reference is also made to Article XI of the Minute of Meeting of this Committee of 14 November 2005 wherein the Committee approved updated Generic and Race Equality and Diversity Schemes for 2006/2008.

During 2005 Departments have progressed equality impact assessment reviews and, as relevant, Departmental Action Plans to comply with legislation. All Departments now have a detailed Race Equality Action Plan and this will be followed by the other equality strands by December 2006. This review of existing policy is currently being monitored as a separate item through the Corporate Strategic Monitoring Database.

Departments will continue this process of equality screening of new policies for inclusion within their Service Plan at the next review point and report thereafter within the Council's Strategic Monitoring Database. Departments will be asked to provide progress reports on equality action in August of each year as per the original report in order to meet legislative timescales.