

REPORT TO: LEISURE, ARTS AND THE COMMUNITIES COMMITTEE - 10 SEPTEMBER 2007

**REPORT ON: EQUALITY AND DIVERSITY PARTNERSHIP ACTION PLAN AND FUNDING
2007-2008**

REPORT BY: DIRECTOR OF LEISURE AND COMMUNITIES

REPORT NO: 455-2007

1.0 PURPOSE OF THE REPORT

1.1 To seek approval of the draft Action Plan and Grant Award for Dundee Equality and Diversity Partnership.

2.0 RECOMMENDATION

It is recommended that the Committee:

2.1 approve the attached draft Action Plan (Appendix 1) of the Dundee Equality & Diversity Partnership for 2007-2008.

2.2 award £5,000 to Dundee Equalities & Diversity Partnership as a contribution to the cost of the work specified under Appendix 2.

3.0 FINANCIAL IMPLICATIONS

3.1 The cost of implementing the draft Plan can be met from existing grant award budget provision for 2007-2008.

The Dundee Partnership organisations will be asked to contribute independently to the costs of the Action Plan.

4.0 SUSTAINABILITY POLICY IMPLICATIONS

4.1 Approving this draft plan and budget will contribute to the fulfilment of the principles of sustainability, social inclusion and active citizenship which underpins Dundee's Community Plan.

4.2 Strategic Environmental Assistance

None required.

4.3 Anti-Poverty

Approving this Plan will contribute to the following key policy objectives for tackling poverty and social inclusion:-

- Delivering services which meet the needs of people who are likely to be poor or socially excluded.
- Developing participation in society.
- Empowerment through participation in decision making and collective action.

5.0 EQUALITY IMPACT ASSESSMENT

5.1 The draft plan contributes directly to the achievement of equality and diversity goals as set out in DCC and Partners' Equality Schemes.

EQIA screening has shown no evidence of adverse impact on Equalities groups. Implementation of the plan will be monitored around equality outcomes.

6.0 BACKGROUND

6.1 The Equality and Diversity Partnership was established by the Dundee Partnership to take responsibility for ensuring that equality implications are considered across all community planning themes.

6.2 The Partnership draws its membership from the public and voluntary sector and has the following functions:-

- To encourage activity aimed at promoting equality and diversity at all levels.
- To explore opportunities for joint funding programmes in equality and diversity.
- To develop and promote good practice guidelines for equality and diversity policies.
- To promote the involvement of communities of interest and organisations in Community Planning, reflecting diversity within the City of Dundee.
- To monitor and review the implementation of the Equality and Diversity Partnership action plan.
- To promote good practice in Community involvement and consultation.

6.3 In pursuit of these goals, the Partnership has produced the Draft Action Plan which sets out proposals for the coming year's priorities

6.4 The plan indicates costings totalling £.11,690 of which it is proposed that Dundee City Council contributes £5,000 from existing Equality and Diversity budgets.

7.0 CONSULTATION

7.1 The Chief Executive, Depute Chief Executives (Support Services) and (Finance) and the Assistant Chief Executive (Community Planning) have been consulted on this report and are in agreement with its contents.

8.0 BACKGROUND PAPERS

8.1 None

Stewart Murdoch
Director of Leisure & Communities

3 September 2007

Appendix 1



Action Plan 2007 - 2008

EQUALITY AND DIVERSITY PARTNERSHIP

The Dundee Partnership is committed to equalities and the prevention of discrimination on the grounds of sex, marital status, race, disability, age, sexual orientation, language or social origin, or personal beliefs or opinions.

To make this commitment work in practice, the Partnership has established a Dundee Equality and Diversity Partnership that will be responsible for ensuring that equality implications are considered across all the community planning themes.

VISION

The equality and Diversity Partnership will lead and champion the promotion of equality and diversity issues in Dundee. It will challenge discriminatory practices and promote a culture, which values all individuals and communities. As a Partnership we are committed to

fostering and sustaining an inclusive environment that empowers all members of our community to achieve their full potential without fear of prejudice or discrimination.

FUNCTIONS

- To encourage activity aimed at promoting equality and diversity at all levels.
- To explore opportunities for joint training programmes in equality and diversity.
- To develop and promote good practice guidelines for equality and diversity policies
- To promote the involvement of communities of interest and organisations in Community Planning reflecting diversity within the city of Dundee
- To promote good practice in community involvement and consultation
- To monitor and review the implementation of the Equality & Diversity Partnership action plan
- To publish regular reports in accessible and widely available formats.

MEMBERSHIP

Membership of the Partnership will be by nomination by the organisations involved in the promotion and implementation of equality :

Tayside Police (1 member)	NHS Tayside (2 members)
Dundee City Council (1 member))	Dundee Access panel (1 member)
Fire and Rescue Service (1 member)	Equality Forum (up to 12 members)
Dundee Voluntary Action (1 member)	Volunteer Centre Dundee (1 member)
Scottish Enterprise Tayside (1 member)	Communities Scotland (1 member)
University of Dundee (1 member)	University of Abertay (1 member)
Dundee College (1 member)	Dundee Domestic Abuse Forum (1 member)
Chairs of Corporate/Partnership Task Groups on Equality (1 member by rotation)	

<http://www.dundeepartnership.co.uk/page.php?id=705>

Objectives	Output	Outcomes	Performance Measure	Resources & Lead Person	Time Target
1 To encourage activity aimed at promoting equality and diversity at all levels.	1.1 Agree standards across Dundee Partnership for Equality Impact. Assessment, which is adaptable to all agencies.	Dundee Partnership Management Group and Partnership themed leaders are aware of duties and implement them.	Percentage of plans and strategies within Dundee Partnership, which are screened as appropriate for Equality Impact Assessment.	Equality & Diversity Partnership Mainstreaming Equality working group	Dec 07
	1.2 Information Sharing Seminar for frontline staff working with Black and Minority Ethnic communities. Contact partners and explore setting up of Race advisory/Practitioner Group.	Increased confidence understanding of support and resources available and cultural issues.	Number of staff attended and % of positive evaluations	£500 Black & Minority Ethnic Planning working group	Sep 07
	1.3 Share relevant information across membership eg demographics, reports, national initiatives etc	Avoid duplication and be able to utilise local and national data and information	Information posted on Equality & Diversity webpage with links to information and members websites	Web site Subgroup	Ongoing
	1.4 Promote Dundee partnership Equality and Diversity Award	Recognition for good practice in Equality and Diversity in the city	Increase in applications to award following initial base line recorded in first year		Sep 07
2 To explore opportunities for joint training programmes in equality and diversity	2.1 Pilot use of National Health Service Diversity Champions Training For Trainers	Dundee Partnership and Equality & Diversity Partnership skilled to deliver/raised awareness	Number of participants % positive feedback evaluation	£5000 (Community Involvement Funding)	Ongoing

	<p>2.2 Plain English' Training of Equality & Diversity Partnership members.</p> <p>2.3 Training in Equality Impact Assessment for Partnership members accessed.</p> <p>2.4 Shared access to training across partner agencies</p>	<p>Equality & Diversity Training</p> <p>Participants enabled to promote best practice within organisations /agencies/depts and in partnership working</p> <p>Equality Impact Assessment promoted by members at partnership working level</p> <p>Increased access to generic and specific Equality & Diversity training.</p>	<p>Number of participants</p> <p>Number of positive feedback evaluation</p> <p>Number of participants</p> <p>Number of positive feedback evaluation</p> <p>Year 1. Each sector has evidence of take up/sharing of training across all organisations/agencies/ depts</p>	<p>£700</p>	<p>Oct 07</p> <p>Ongoing</p>
3 To develop and promote good practice guidelines for equality and diversity policies	3.1 Develop Equality Standards/ performance indicators	Common Equality Standards/ performance indicators applied across all partners	Standards adopted by Dundee Partnership	Equality & Diversity working group	Mar 08
4 To promote the involvement of communities of interest and organisations in Community Planning reflecting diversity within the city of Dundee	4.1 Joint public consultation on Gender Equality Schemes. Further consultation to targeted groups.	Gender Equality Schemes based on widest community engagement. Duplicate consultation avoided.	Stat agencies Gender Equality Schemes reflect consultation. Schemes published	£1500 Equality & Diversity Partnership	May 07 June 07

	4.2 Review of Race Equality Duty	Race Equality scheme review maintains links with stakeholders	Level of community engagement	£1500	Sep 07
	4.3 Review of Disability Equality Duty	Disability Equality scheme review maintains link with stakeholders including targeting disabled ethnic minority individuals.	Level of community engagement	Dundee City Council Disability Task Group £1500	Sep 07
	4.4 Input to Regeneration Outcomes Agreements for CPP	Equality /interest groups are engaged at all stages	Regeneration Outcome Agreements make reference to equality groups needs	Christine Lowden	May 07
5 To mainstream good equality practice in community involvement and consultation	5.1 Research consultation/engagement models in other Dundee Partnership and Equality & Diversity networks across Scotland	5.1 Framework for consultation /engagement needs are reflected in Regeneration Outcome Agreements.	Increased involvement of minority groups in consultation	Mark Duncan & Allison Fannin	February 2008
	5.2 To explore options to develop equality consultative bodies	5.2 Wider consultation mechanism in place			
6 To monitor and review the implementation of the Equality & Diversity Partnership action plan	6.1 Annual Review of Action Plan undertaken	Annual review enables Equality & Diversity Partnership members to evaluate their work and create new action plan.	Annual Report approved by Dundee Partnership	Equality & Diversity Exec	Dec Annually

7 To publish regular reports in accessible and widely available formats.	7.1 Post all minutes/ reports on Dundee Partnership Website 7.2 Make reports accessible as requested	Work of Equality & Diversity Partnership is transparent	Information widely accessible including equality/interest groups	Equality & Diversity members £500	Mar 08
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Christine Lowden
Co-Chair
Dundee Voluntary Action

Co-Chair - Vacant

APPENDIX 2

LEISURE AND COMMUNITIES COMMITTEE

EQUALITY AND DIVERSITY PARTNERSHIP BUDGET PLAN 2007 - 2008

1.	Meeting costs for Partnership and Executive Meetings	£ 490.00
2.	Provision for Equality Seminar	£ 500.00
3.	Developing joint training proposals	£ 5,700.00
4.	Promoting involvement and joint consultation work	£ 1,500.00
5.	Reviewing Race and Disability Equality duties	£ 3,000.00
6.	Publishing of reports	<u>£ 500.00</u>
	TOTAL	<u>£11,690.00</u>