

**REPORT TO:** Policy and Resources Committee – 14 November 2005

**REPORT ON:** Generic Equality and Diversity Scheme and Race Equality and Diversity Scheme

**REPORT BY:** Director of Leisure and Communities and Assistant Chief Executive (Management)

**REPORT NO:** 658-2005

## **1.0 PURPOSE OF REPORT**

1.1 To seek approval for a Race Equality and Diversity Scheme which ensures compliance with the Race Relations Act 1976 (amended) and a Generic Equality and Diversity Scheme which provides a framework for a range of equalities legislation as outlined in the body of the report and replaces the Council's current Equal Opportunities Policy.

## **2.0 RECOMMENDATIONS**

It is recommended that the Committee approve:

2.1 the Race Equality and Diversity Scheme 2005-2008, which sets out how the Council plan to meet our duties under the Race Relations Act 1976 (as amended 2000) and fulfil our commitment to race equality and diversity as a Council and as a partner in Dundee Equality and Diversity Partnership.

2.2 the Generic Equality and Diversity Scheme 2005-2008 which provides a framework of how the Council will meet our duties under all equalities legislation including the Sex Discrimination Act 1975, the Equal Pay Act 1970, Disability Discrimination Act 2005, the Employment Equality (Religion or Belief) Regulations 2003, the Employment Equality (Sexual Orientation) Regulations 2003 and the pending Equalities Bill and Employment Equality (Age) Regulations 2006. It also frames our intentions of how the Council will seek to lead the equality and diversity agenda within the Dundee Partnership and within local communities.

## **3.0 FINANCIAL IMPLICATIONS**

3.1 The financial implications associated with the scheme are as follows:

- translation and interpreting costs
- consultants to provide advice and training as required
- funding to facilitate consultation with minority ethnic communities
- staff time and resources for training

These costs will require to be met within existing resources

## **4.0 LOCAL AGENDA 21 IMPLICATIONS**

4.1 None.

## **5.0 EQUAL OPPORTUNITIES IMPLICATIONS**

5.1 The updated and revised Equality and Diversity Scheme will replace all existing equality schemes and policies within Dundee City Council.

## **6.0 CONTEXT**

6.1 The Dundee Partnership Community Plan 2005-2010 sets out a vision that through the Partnership real choice and opportunity will be offered in a city to tackle the root causes of social and economic exclusion and create a community which is healthy, safe, confident and empowered. It also states that Dundee will ensure that regardless of social or economic background, everyone has the chance to play a full part in the life of the city.

6.2 The Race Relations Act 1976 (as amended) requires the Council to review and assess their functions and policies every three years and to publish the results. It also requires the Council to set out our arrangements in a Race Equality Scheme of how the Council plan to meet our duties to:

- eliminate unlawful racial discrimination
- promote race equality
- promote good relations between people from different racial groups
- monitor our workforce by ethnicity

6.3 The Race Equality Scheme has to set out specific details of how the Council intend to:

- monitor our policies for adverse impact
- assess and consult on the likely impact of proposed policy changes
- publish the results of assessment, monitoring and consultation
- make sure that the public has access to information and services
- train staff on the general and specific duties

6.4 Draft statutory codes for the Disability Discrimination Act 2005 and the Equalities Bill indicate that a similar obligation will soon be in place for disability and gender.

6.5 There are several committee reports referring to different strands of equality and diversity policy within the Council. They have been reviewed and updated into one coherent policy.

## **7.0 MAINSTREAMING AND EQUALITY IMPACT ASSESSMENT (EQIA)**

7.1 The schemes are based upon the principle of mainstreaming which is the systematic integration of an equality and diversity perspective into the everyday work of the Council, involving policy makers across all departments as well as equality specialists and external partners.

7.2 EQIA is an integral part of this process and is a systematic analysis of how a proposed or existing policy, strategy or function would affect different equality groups and considers alternatives where evidence of adverse impact exists. This process is outlined in detail within the schemes.

7.3 As a result of screening all their policies for adverse impact on race equality groups, there are detailed plans for EQIA and race equality and diversity action in Appendices 1 and 2 of the Race Equality and Diversity Scheme.

## **8.0 APPENDICES**

8.1 Full copies of the revised schemes outlined within the recommendations have been given to Group Secretaries and placed in the Councillor's Lounge and will be available post Council approval on the relevant Council and Dundee Partnership websites.

## **9.0 CONSULTATIONS**

- 9.1 The Chief Executive, Dundee City Council Management Team together with the Corporate Equality Task Groups have been consulted in the preparation and content of this report.

## **10.0 BACKGROUND PAPERS**

- 10.1 The following background papers were relied upon in the preparation of this Report:

***The Duty to Promote Race Equality in Scotland*** – the Statutory Code of Practice and Non-statutory guides for public authorities

***Ethnic Monitoring*** – A Guide for Public Authorities in Scotland

***Public Authorities and Partnerships***: Guide to the Duty to Promote Race Equality

**Signed: Stewart Murdoch**  
**Director of Leisure & Communities Department**      **Date: 3 November 2005**

**Signed: Jim Petrie**  
**Assistant Chief Executive (Management)**                      **Date: 3 November 2005**