

Subject:
Equalities Update

Status:
For Publication

Report to:
Audit and Performance Management
Overview and Scrutiny

Date:
22nd November 2006

Report of:
Head of Human Resources

Portfolio Holder:
Cabinet Member for Human Resources and Member Development

BACKGROUND INFORMATION

Tick Box

Draft Policy Framework Document

Response to Consultation

New Policy Initiative

Other (please state) Monitoring Report and Policy Document

1. PURPOSE OF REPORT

- 1.1 To advise Members on the implications of the Disability Equality Duty and the drafting of the Disability Equality Scheme
To advise Members of Progress in relation to the Equality Standard.
To note the monitoring report attached at Appendix B

2. CORPORATE PRIORITIES

- 2.1 Embedding our Customer Promise
2.2 Implementing the Human Resources Strategy

3. RISK ASSESSMENT IMPLICATIONS

- 3.1 There are no specific risk issues for members to consider arising from this report.

4. BACKGROUND/REASON FOR REPORT

- 4.1 The Disability Equality Duty comes into effect from December 2006. The Duty provides a duty on the Council to actively promote disability equality. The purpose of the general duty is as follows:
Eliminate unlawful discrimination,
Eliminate harassment of disabled people,
Promote equal opportunities for disabled people
Promote positive attitudes towards disabled people
Encourage the participation of disabled people in public life
The purpose of the specific duty is to give a framework to assist in meeting the General duty. The main element being to produce a Disability Equality Scheme. A Scheme has been drafted, attached at Appendix A. Consultation will be ongoing with representatives from the community and a questionnaire has been developed to inform the development of the Scheme.
- 4.2 On 1st October 2006, legislation outlawing age discrimination came into force. It covers employment and vocational training. Employers will have to adopt age positive practices. This means you will no longer be able to recruit, train, promote or retire individuals on the basis of age.
- 4.3 The Equalities Implementation Group has continued to meet and has focused its last meeting on the following:
Scrutinising equality activity within the licensing function
Consideration of the functional impact assessment in relation to Building Control.
Consideration of Graffiti incidents and how these can be tackled within the Council. This identified the following:

1st January	2006 – end of	October 2006	
Racist		Non Racist	
Haslingden	8	Haslingden	9
Rawtenstall	4	Rawtenstall	8
Bacup	4	Bacup	4
Whitworth	0	Whitworth	15
Ramsbottom	1	Ramsbottom	0
Edenfield	0	Edenfield	1
Total	17	Total	37

- 4.4 The Equalities Consultation Group has been meeting, one Member of the group has contributed to the discussions in relation to the development of the proposals in relation to accommodation changes. The meeting has also considered how the One Stop Shop can meet differing needs and a number of actions taken following suggestions by the group.
- 4.5 The Council continues to monitor and monitoring arrangements have been extended to include age in response to changes in legislation.

5. COMMENTS OF THE HEAD OF FINANCIAL SERVICES

5.1 No Financial implications

6. COMMENTS OF THE HEAD OF LEGAL AND DEMOCRATIC SERVICES

6.1 No Legal implications

7. COMMENTS OF THE HEAD OF HUMAN RESOURCES

7.1 Equalities is a feature within the HR Business Plan

8. CONCLUSION

8.1 The Council continues to embed level 2 within the organisation to ensure a consistent standard and approach to meeting the needs of customers

9. RECOMMENDATION

9.1 To note the implications of the Disability Equality Duty and the development of of the Disability Equality Scheme
To note progress in relation to the Equality Standard.
To note the contents of the monitoring report

10. CONSULTATION CARRIED OUT

10.1 Consultation with the Community and Employees is planned in relation to the development and adoption of the Scheme

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No background papers