

SOUTH CAMBRIDGESHIRE DISTRICT COUNCIL

REPORT TO: Staffing Portfolio Holder

1 May 2009

AUTHOR/S: Chief Executive / Equality and Diversity Officer

DRAFT GENDER EQUALITY SCHEME AND RACE EQUALITY SCHEME

Purpose

1. To request that the Staffing Portfolio Holder comment on, endorse and recommend the draft Gender Equality Scheme and Race Equality Scheme for a 12-week consultation period with internal and external stakeholders.
2. This is a key decision because
 - it is likely to be significant in terms of its effects on communities living or working in all wards of the District.
 - it raises new issues of policy, or is made in the course of developing proposals to amend the policy framework, or is a decision taken under powers delegated by the Council to amend an aspect of the policy framework.
 - it is of such significance to a locality, the Council or the services which it provides that the decision-taker is of the opinion that it should be treated as a key decision.

and it was first published in the April 2009 Forward Plan.

Background

3. The Council has identified equalities as a priority area in which it must make progress because of the findings of the CGI inspection; the need to achieve compliance with statutory requirements; and deliver relevant Council Aims and Actions.
4. Progress has been held back over the last year because of the illness and subsequent passing away of the former Equality and Diversity Officer and the need to address other improvement priorities.
5. A new Equality and Diversity Officer, Paul Williams, has come into post and an Equalities Project Officer has been recruited. Andrew Francis will come into post from 4 May 2009 to support EQIAs for a period of 12-months.
6. As a listed public body, South Cambridgeshire District Council must comply with the statutory duties enshrined in the:
 - Race Relations Amendment Act (2000)
 - The Equality Act (2006)

Consultations

7. The current drafts of the Gender Equality Scheme and the Race Equality Scheme have since been endorsed by the Equality and Diversity Steering Group and the Executive Management Team in April 2009.

Conclusions/Summary

7. The Equality Schemes align with the commitments set out in the Comprehensive Equalities Policy 2009 -2012. An Equalities Implementation Work Programme has been developed to meet the commitments outlined in the Comprehensive Equalities Policy. It addresses the most important things, which must be delivered, focusing particularly on compliance with statutory requirements. Key milestones include:
- Cabinet adopt a new Gender Equality Scheme in September 2009
 - Cabinet adopt a new Race Equality Scheme in September 2009

Recommendations

- 13 The Staffing Portfolio Holder is invited to comment on, endorse and recommend the draft Gender Equality Scheme and Race Equality Scheme for a 12-week consultation period with internal and external stakeholders.

Background Papers: the following background papers were used in the preparation of this report:

Comprehensive Equalities Policy 2009 -2012

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