

# Individual Executive Member Decision

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<b>Title of Report:</b>	<b>Equality Policy</b>
<b>Report to be considered by:</b>	Individual Executive Member Decision
<b>Date on which Decision is to be taken:</b>	14 November 2012
<b>Forward Plan Ref:</b>	ID2566

**Purpose of Report:** To set out West Berkshire Council's expectations and responsibilities in relation to equality.

**Recommended Action:** That the proposed policy be approved and adopted.

**Reason for decision to be taken:** To provide a public statement of our position with regard to equality.

**Other options considered:** None

**Key background documentation:** Equality Act (2010)

Portfolio Member Details	
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Contact Officer Details	
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## Implications

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**Policy:** Introduces a new policy.  
**Financial:** None  
**Personnel:** None  
**Legal/Procurement:** None  
**Environmental:** None  
**Property:** None  
**Risk Management:** None  
**Equalities Impact Assessment:** Attached.

## Consultation Responses

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### Members:

**Leader of Council:** Councillor Gordon Lundie

**Overview & Scrutiny Management Commission Chairman:** Councillor Brian Bedwell

**Ward Members:** All Members

**Opposition Spokesperson:** Councillor Julian Swift-Hook

**Local Stakeholders:** Disability External Scrutiny Board - No amendments

**Officers Consulted:** Including Everyone Group - Amendments included  
Corporate Management Team

### Trade Union:

<b>Is this item subject to call-in?</b>	Yes: <input checked="" type="checkbox"/>	No: <input type="checkbox"/>
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## **Supporting Information**

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### **1. Background**

- 1.1 Prior to the introduction of the Equality Act 2010, West Berkshire Council set out its responsibilities and activities in relation to equality in a Single Equality Scheme.
- 1.2 The requirement for an equality scheme is no longer current, and therefore the proposed policy provides a high level statement of our expectations and responsibilities in relation to equality.

### **2. Equalities Impact Assessment Outcomes**

- 2.1 The proposed policy is intended to improve equality outcomes for all protected groups. No detrimental impact has been identified. (See attached EIA at Appendix A).

### **3. Recommendation**

- 3.1 That the policy be approved and adopted.

## **Appendices**

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Appendix A – Equality Impact Assessment

Appendix B – Equality Policy