

Individual Executive Member Decision

Title of Report:	Single Equality Scheme
Report to be considered by:	Individual Executive Member Decision
Date on which Decision is to be taken:	02/11/10
Forward Plan Ref:	ID

Purpose of Report: To present the first West Berkshire Council Single Equality Scheme and request agreement to adopt the scheme.

Recommended Action: To adopt the scheme.

Reason for decision to be taken: To comply with equalities legislation requiring local authorities to set out our equalities activity in relation to disability, gender and race in one or more equality schemes, and in preparation for the implementation of the new equality duty arising from the Equality Act 2010.

Statutory: **Non-Statutory:**
Other:

Other options considered: None

Key background documentation: Race Relations (Amendment) Act 2000
Statutory Code of Practice on the Duty to Promote Race Equality
Disability Discrimination (Amendment) Act 2005
Statutory Code of Practice on the Duty to Promote Disability Equality
Equality Act 2006
Gender Equality Duty Code of Practice England and Wales
Equality Act 2010

Portfolio Member Details	
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Implications

Policy:	Replaces five existing policies, plans and schemes.
Financial:	All activities identified will be undertaken within existing budgets.
Personnel:	Scheme is designed to benefit all personnel.
Legal/Procurement:	Complies with our legal responsibilities under equalities legislation
Environmental:	None
Partnering:	None
Property:	None
Risk Management:	None
Community Safety:	None
Equalities:	Attached. For advice please contact Principal Policy Officer (Equalities) on Ext. 2441.

Consultation Responses

Members:	
Leader of Council:	None
Overview & Scrutiny Management Commission Chairman:	No comment
Select Committee Chairman:	n/a
Ward Members:	n/a
Opposition Spokesperson:	None
Local Stakeholders:	Public consultation period between June and August 2010. Targetted consultation with DES Board (4 responses) and ME Forum (no response).
Officers Consulted:	Public consultation also open to all officers (no responses). Specifically with Corporate Board, Including Everyone Programme Board, Corporate Including Everyone Group.
Trade Union:	Unison supports the proposed scheme.

Is this item subject to call-in.	Yes: <input checked="" type="checkbox"/>	No: <input type="checkbox"/>
<p>If not subject to call-in please put a cross in the appropriate box:</p> <p>The item is due to be referred to Council for final approval <input type="checkbox"/></p> <p>Delays in implementation could have serious financial implications for the Council <input type="checkbox"/></p> <p>Delays in implementation could compromise the Council's position <input type="checkbox"/></p> <p>Considered or reviewed by OSC or associated Task Groups within preceding 6 months <input type="checkbox"/></p> <p>Item is Urgent Key Decision <input type="checkbox"/></p>		

Supporting Information

1. Background

- 1.1 Current equalities legislation requires all public authorities to produce one or more equality schemes to set out our activities in relation to disability, gender and race. With the introduction of the Equality Act 2010 legal protection from discrimination and harassment to is extended to further groups, and these have been included in the West Berkshire Council's first Single Equality Scheme.

2. Consultation

- 2.1 The draft scheme was developed with the involvement of the Disability Equality Scheme Scrutiny Board, and with information provided through consultation by other groups affected by the scheme.
- 2.2 In May 2010, the draft Single Equality Scheme 2010 – 2013 was presented to Corporate Board to obtain approval for the full scheme to be released for public consultation. The public consultation period ran for 10 weeks from June to August 2010.
- 2.3 During the consultation period, just four responses were received. Two responses were positive and made no suggestions for alteration. The remaining two responses concerned the style and presentation of the document. No comments were received to suggest additional activity or to raise concerns about the activities already included.
- 2.4 The scheme therefore has not been amended from the draft version.

3. Recommendation

- 3.1 That the scheme be approved and adopted.

Appendices

Appendix A – Single Equality Scheme 2010 - 2013

Appendix B – Equality Impact Assessment for the Single Equality Scheme