



DERBY CITY COUNCIL

**PERSONNEL COMMITTEE**  
**1 APRIL 2009**

# ITEM 5

Report of the Corporate Director of Resources

## Equality and Diversity Plan 2009-2012

### RECOMMENDATION / S

- 1 To approve the attached Equality and Diversity Plan 2009-2012

### SUPPORTING INFORMATION

- 2.1 Every three years we have to produce Equality Schemes for race, gender and disability. We chose to do an all embracing Equality and Diversity Plan covering all six strands of equality – race, gender, disability, sexuality, religion and belief and age. This met the requirements of the Equality Standard for Local Government and also the new Equality Framework for Local Government, which replaces the Standard, being introduced on 1 April 2009.
- 2.2 The Plan has been compiled using the work programmes and minutes from the Black Employees Support Network, Disabled Employees Network and the Lesbian, Gay, Bi-sexual and Transgender Employee Network, Voices in Action Young People's Forum, Disabled People's Diversity Forum, Gender and Sexuality Diversity Forum and Minority Communities Diversity Forum. Members from the Council's Equality and Diversity Task Group also inputted into the Plan by organising actions from each department within the Council.
- 2.3 Two focus group meetings have been held with representatives of the employee networks and diversity forums, including the Unison Equality representative to go through the Plan in detail and make any additions or amendments. The Plan has also been presented to the three Diversity Forums. These amendments have been written into the Plan and a list of the amendments is at the back of the Plan.
- 2.4 The Plan will be monitored by the Equality and Diversity Task Group and through the Corporate Plan. There will be yearly reviews which will be presented to the Employee Networks and Diversity Forums. The Plan will also hopefully lead us to achieving Excellence when we are audited for the Equality Framework for local Government.

<b>For more information contact:</b>	Ann Webster on 01332 255384 e-mail <a href="mailto:ann.webster@derby.gov.uk">ann.webster@derby.gov.uk</a>
<b>Background papers:</b>	Work programmes and minutes of Employee Networks, Diversity Forums and Equality and Diversity Task Group held in room 158, Council House
<b>List of appendices:</b>	Appendix 1 - Implications Appendix 2 – Equality and Diversity Plan 2009 - 2012

<b>IMPLICATIONS</b>
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### **Financial**

1. Any initiatives involving financial implications are included in departmental budgets

### **Legal**

2. We have legal duties under the Race Relations Amendment Act, Disability Equality Duty, and Gender Equality Duty to produce Equality Schemes. In preparation for the new Equality Bill, our Plan also includes sexuality, religion and belief and age equality initiatives.

### **Human Resources**

3. The Plan complements our yearly equality employment statistics report, which includes employment equality objectives.

### **Equalities Impact**

- 4.1 All six strands of equality are covered in the Plan – race, gender, disability, age, sexuality and religion and belief. The Plan includes a whole range of equality initiatives which will have a positive impact on employees and customers. The Plan also contains a list of equality impact assessments planned to be done by each department over the next three years.
- 4.2 When the Plan is finalised, the translated help message will be amended to include other languages such as Polish and we will do an easy read version for people with learning difficulties.

### **Corporate Priorities**

5. The Plan will meet these Corporate Priorities...
  - Making us proud of our neighbourhoods
  - Creating a 21<sup>st</sup> Century city centre
  - Supporting everyone in learning and achieving
  - Helping us all to be healthy, active and independent
  - Giving excellent services and value for money.