



DERBY CITY COUNCIL

MINORITY ETHNIC COMMUNITIES ADVISORY COMMITTEE 30 MARCH 2006

Report of the Director of Corporate and Adult Social Services

Community comments on the Equality and Diversity Plan 2005-2008

RECOMMENDATION

- 1.1 To note the comments made from community groups on the Equality and Diversity Plan 2005-2008 and the Council departments' responses to these comments.

SUPPORTING INFORMATION

- 2.1 Between September and December 2005, the Equality Standard Project Manager held focus group meetings to discuss the Council's three-year Equality and Diversity Plan. The Plan was also included on the Council's website. Meetings were held with focus groups from:
- Minority Ethnic Communities Advisory
 - Derby Racial Equality Council
 - Disabled People's Advisory Committee
 - Women's Advisory Committee
 - Derby Millennium Network
 - Arc including Derbyshire Friend
 - Disabled Employees Network
 - Black Employees Support Network
 - Conditions of Service Working Group.
- 2.2 All the focus group members made a very active and valuable contribution to commenting on the Plan and we thank everyone for all the time and effort they gave. All the comments were issued to the relevant departments for their responses and the results are included at Appendix 2 against the community comments. The Plan will now be amended to include the suggestions and comments from the community groups and the document containing the comments will be included on the Council's website.

**For more information
contact:**

**Background papers:
List of appendices:**

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From community groups' comments and departments' responses

Appendix 1 – Implications

Appendix 2 – Community groups' comments on the Equality and Diversity Plan

IMPLICATIONS

Financial

1. Any financial implications are contained within departmental budgets.

Legal

- 2.1 In December 2006, the new Disability Discrimination Act 2005 introduces a new Disability Equality Duty for public sector organisations. Under this legislation we have to have a Disability Equality Scheme, just like we need to have a Race Equality Scheme under the Race Relations Amendment Act and in 2007, a Gender Equality Scheme.
- 2.2 Rather than having separate Schemes, we have included the requirements of the Schemes in our Equality and Diversity Plan, which also includes, age, religion and belief and sexuality equality.

Personnel

3. Members of the Equality and Diversity Steering Group and Equality Standard Task Group have all been involved in drawing up the Equality and Diversity Plan.

Equalities impact

4. Equality impact assessments are key components of the Equality and Diversity Plan and departments are working on the three-year programme. From the assessments, equality objectives and targets can be set in conjunction with equality groups' involvement.

Corporate objectives and priorities for change

- 5.1 Our Equality and Diversity Plan meets the Council's current objectives of:
 - a stimulating and high quality learning environment
 - healthy, safe and independent communities
 - a lively and energetic cultural life
 - a diverse, attractive and healthy environment
 - a prosperous, vibrant and successful economy
 - a shared commitment to regenerating our communities.

5.2 The Plan also helps with the Council's priorities of:

- working towards raising educational achievement
- working towards modernising social care
- working towards improving customer service, in the city and locally
- working in partnership to achieve socially cohesive communities
- improving the Council's built assets for service delivery.