

WYRE FOREST DISTRICT COUNCIL

CABINET MEETING
28th JUNE 2007

Equality and Diversity Policy

OPEN / EXEMPT	
COMMUNITY STRATEGY THEME	Greater Learning and Participation
CORPORATE PLAN THEME:	Developing People and the Workplace Delivering Quality Services
KEY PRIORITY:	Equal Opportunities Equity
CABINET MEMBER:	Councillor John Holden
RESPONSIBLE OFFICER:	Head of Chief Executive's Office
CONTACT OFFICER:	Peter Jones (Ext 2723)
APPENDICES	Appendix I – Equality & Diversity Policy

1. PURPOSE OF REPORT

1.1 The purpose of this report is to adopt a revised Equality and Diversity Policy.

2. RECOMMENDATION

The Cabinet is asked to DECIDE that:

2.1 It be noted that a single Equality Scheme is being prepared for adoption by March 2008, and

To RECOMMEND to Council that:

2.2 The revised Equality & Diversity Policy attached to this report be adopted with immediate effect.

3. BACKGROUND

3.1 In December 2004, the Council adopted a Diversity and Human Rights Policy. This set out the standards and code of behaviour the Council would adhere to in carrying out its duties as service provider and employer in order to promote equality and prevent unlawful discrimination.

- 3.2 Since that time, further equalities legislation has been introduced and the Council is currently preparing a single equality scheme for adoption by the end of 2007/08 as one of its Priorities for the year (under the Service theme). This will ensure best practice in all six 'strands' of equality and diversity, namely disability, age, gender, race, religion or belief and sexual orientation.
- 3.3 In the meantime, the opportunity has been taken to review and update the above Policy, now titled the Wyre Forest District Council Equality and Diversity Policy, for adoption.

4. KEY ISSUES

- 4.1 The updated Policy will assist in promoting and embedding equality and diversity principles in all aspects of Council activity. It will be further reviewed and supplemented as necessary as part of the ongoing work referred to in paragraph 3.2 above, for which a report will be provided at the appropriate time.
- 4.2 Members are recommended to adopt this revised Policy.

5. FINANCIAL IMPLICATIONS

- 5.1 There are no new direct financial implications arising from this report.
- 5.2 It should also be noted that the Council is part of the new Tailoring our Equality and Diversity Strategy for Worcestershire partnership (TEDS), for which regional capacity-building funding of £232,000 has been awarded to the County and District Councils in Worcestershire. This is a two year project and progress will be reported to Members later in the year.

6. LEGAL AND POLICY IMPLICATIONS

- 6.1 The legal and practical frameworks for equality and diversity are constantly evolving and it is important that Council policies and practices are kept under scrutiny and updated as necessary. The revised Policy will assist in promoting equality and diversity best practice.

7. RISK MANAGEMENT

- 7.1 It is essential that a clear policy statement and practical guidance are provided for Members, employees, partners and service users to minimise the risk of failing to comply with current (and new) legal requirements. Adoption of this Policy and continual monitoring will ensure that the necessary safeguards are in place.

8. CONSULTEES

- 8.1 CMT

9. BACKGROUND PAPERS

- 9.1 WFDC Diversity and Human Rights Policy (2004) [Council website]