

Agenda item:

[No.]

Cabinet

On 15th July 2010

Report Title: Equality Scheme 2010 - 2013

Report of: Wayne Longshaw. Assistant Chief Executive, PPP&C

Signed:

Contact Officer : Inno Amadi, Senior Equality & Diversity Officer, Ext. 2580

Wards(s) affected: **All**

Report for: **Key Decision**

1. Purpose of the report (That is, the decision required)

1.1 To secure Cabinet endorsement of the draft Equality Scheme 2010 - 2013

2. Introduction by Cabinet Member (if necessary)

2.1 As a public body, every three years, the Council has a legal duty to produce an Equalities Scheme setting out how we carry out defined activities that demonstrate that we are promoting equality in respect of disability, gender and race.

2.2 Like its predecessor from 2007-2010, the new Scheme adopts a single scheme approach and covers not only disability, gender and race but also age, religion and sexual orientation.

2.3 Implementing the arrangements set out in the Scheme will help us to meet that duty by enabling us to address known inequalities and disadvantage across the six equality strands and, where possible, pre-empt and avoid new inequalities and disadvantage from developing.

2.4 The Cabinet should note that a new Equality Act received Royal Ascent on the 8th

April this year (2010); we are awaiting confirmation when the main provisions come into force.

2.5 A separate briefing on the key provisions of that Act is being prepared for Members.

2.6 In relation to the Act, Members should be mindful that this Scheme may need to be reviewed if and when the provisions of the Act are implemented. In the meantime however, the statutory duty to have an Equality Scheme remains in place.

2.7 This Scheme has my endorsement and I commend it to the Cabinet.

3. State link(s) with Council Plan Priorities and actions and /or other Strategies:

3.1 The Equality Scheme's delivery plan is linked to the following existing Council policies/strategies: Equal Opportunities Policy 2008; Equalities Impact Assessment Guide 2008; Consultation Charter; Community Engagement Framework and Delivery Plan; Overview and Scrutiny Report on Engaging with hard-to-reach communities 2010; Communications Strategy; Community Cohesion Framework; Procurement Strategy 2008-2012; Haringey Sustainable Community Strategy; Strategic Commissioning Policy; Haringey Guaranteed Interview Scheme (for disabled job applicants); People Strategy and externally, to the Equality Framework for Local Government.

4. Recommendations

4.1 That Cabinet:

- a) endorse the Scheme and its Delivery Plan (appended);
- b) note the observations made in paragraphs 2.4, 2.5 and 2.6 above.

5. Reason for recommendation(s)

5.1 The Council has a legal duty to produce an Equalities Scheme every three years setting out how we carry out defined activities that demonstrate that we are promoting equality in respect of disability, gender and race.

5.2 Implementing the arrangements set out in the Scheme will help us to meet that duty by enabling us to address known inequalities and disadvantage and, where possible, pre-empt and avoid new inequalities and disadvantage from developing.

6. Other options considered

6.1 Public authorities have the option of adopting **either**: a separate equality scheme for each of these three strands (race, gender and disability) **or** a single scheme covering all three, providing we demonstrate within the single scheme that we are meeting our duties in respect of each one.

6.2 As agreed in 2007 we have adopted a single scheme approach as all three strands share:

- a) A common vision and intention: for equalities to be mainstreamed into public services so as to ensure that all individuals are able to benefit equally from public services, regardless of their race or gender, or whether or not they are disabled.
- b) A common objective to promote equality and eliminate unlawful discrimination.

6.2 In addition, the national trend recognises this fact i.e. the Single Equality Act 2006 and the Equality Act 2010, which is consolidating all various pieces of equalities legislation into a single legal framework and a single equality duty.

6.3 A separate scheme approach would not only amount to an undue and unnecessary duplication but would be counter to the national trend.

7. Summary

7.1 The Equality Scheme adopts the Sustainable Community Strategy vision to help us ensure that there is equality of opportunity throughout the borough:

“A place of diverse communities that people are proud to belong to”

7.2 The Scheme identifies one overarching outcome and three priorities to help us deliver this vision:

Outcome: Fair treatment and equality of opportunity.

Priorities:

- i. To promote equality through strategic planning;
- ii. To promote equality in commissioning and procurement;
- iii. To promote equality in employment so that everyone has equal access to employment opportunity in the Council and is treated fairly while working for the Council.

7.3 As equality of opportunity is closely linked with our work to create a more cohesive borough, a separate document, the Haringey Strategic Partnership's Community Cohesion Framework 2010, explains our approach to cohesion work in Haringey.

7.4 The new Scheme sets out a clear list of roles and responsibilities involving the Council.

7.5 Responsibility for implementation of the Delivery Plan rests with directorates through their Business Plans, supported by equalities staff and forums and partners through delivery of our joint strategies.

1.6 The Scheme's Delivery Plan will be monitored and reviewed as follows:

- i. Each directorate within the Council has its own Equalities Forum which monitors equalities work within its services;

- ii. Progress on developments and achievements within the Scheme and Framework will be reviewed annually by the Council's Corporate Equalities Group;
- iii. The Delivery Plan will be updated annually.

7.4 Each directorate within the Council has its own Equalities Forum which monitors equalities work within its services. Progress on developments and achievements within the Scheme will be reviewed annually by the Council's Corporate Equalities Group and reported to the Community Cohesion Forum.

7.5 A summary of achievements since 2006 is shown in appendix 1 of the scheme. The Delivery Plan for 2010 - 2013 (in appendix 2 of the scheme) will be updated annually.

7.6 A list of relevant performance targets in our Local Area Agreement and other equalities performance indicators that we are monitoring are set out in appendix 3 of the scheme.

8. Chief Financial Officer Comments

The Chief Financial Officer has discussed the contents of this report with the author and confirms that the financial implications of any activities in the action plan should be met from within existing budgets either within Policy and Performance in terms of monitoring, support and reporting or other directorates in terms of delivery of specific activities.

9. Head of Legal Services Comments

The legal implications are set out in the body of this report.

10. Head of Procurement Comments –[Required for Procurement Committee]

N/A

11. Equalities &Community Cohesion Comments

Implementing the arrangements set out in the Scheme will help us to meet that duty by enabling us to address known inequalities and disadvantage and, where possible, pre-empt and avoid new inequalities and disadvantage from developing. As it brings equalities and cohesion together, the Scheme will also help to promote community cohesion.

12. Consultation

12.1 We have consulted extensively and have involved our equalities stakeholder groups

at every key stage in the preparation of this Scheme. These include organisations representing the six equality strands of age, disability, gender, race religion or belief, and sexual orientation and Council staff.

12.2 The result is that layout, contents, delivery plan and the performance management arrangements set out in this Scheme have been shaped in conjunction with the equalities communities in Haringey through our various equalities stakeholder groups.

13. Service Financial Comments

13.1 It is envisaged that the financial implications for the Policy and Performance Service of delivery actions on the Scheme will be met within the Service's budget.

14. Use of appendices /Tables and photographs

14.1 N/A

15. Local Government (Access to Information) Act 1985

The following documents informed the preparation of this Scheme:

- i. Equalities legislation relating to Age, Disability, Gender, Race, Religion and Sexual Orientation;
- ii. Haringey Equal Opportunities Policy;
- iii. The Equality Bill (now Act 2010);
- iv. Haringey Sustainable Community Strategy;
- v. Haringey Community Cohesion Framework;
- vi. Haringey Community Engagement Framework;
- vii. Haringey Borough Profile;
- viii. Haringey Consultation Charter;
- ix. Haringey Overview and Scrutiny Report: Engaging Hard-to- Reach Communities;
- x. Haringey Communications Strategy;
- xi. Haringey Procurement Strategy;
- xii. Haringey Commissioning Strategy;
- xiii. Haringey People Strategy.

Ref: IA\REPORTS\Equality Scheme 2010-2013 Cabinet report July 2010