



Haringey Council

Agenda item:

**Cabinet On 17<sup>th</sup> July 2007**

Report Title: Updated and Revised Equal Opportunities Policy	
Forward Plan reference number (if applicable): 5	
Report of: <b>Report of the Interim Assistant Chief Executive – Performance, Policy, Partnerships &amp; Communication</b>	
Wards(s) affected: All	Report for: Key Decision
<b>1. Purpose</b>  1.1 To revise and update the existing Equal Opportunities Policy “Achieving equality; respecting diversity” and to amend the council’s equalities monitoring categories.	
<b>2. Introduction by Cabinet Member (if necessary)</b> 2.1 The Council is committed to Equal Opportunities for all our staff and residents. It is therefore essential that our Equal Opportunities policy is fully up-to-date and reflects current equalities legislation and good practice.  2.2 We have consulted widely in drawing up this report and are grateful to all those who contributed. I commend the report to you.	
<b>3. Recommendations</b> 3.1 That the Cabinet:  i. Consider the draft Equal Opportunities Policy appended  ii. Agree the amended Equalities Monitoring Categories	
Report Authorised by: Tim Dauncy <b>Interim Assistant Chief Executive – Performance, Policy, Partnerships &amp; Communication</b>	

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#### **4. Director of Finance Comments**

4.1 There may be some financial implications in respect of updating information technology reports to encompass the revised equalities monitoring fields, consultation and printing. We are suggesting that the revision of printed and on-line forms be carried out incrementally, as each form is due for revision, unless there is a legal obligation to do so (such as adding transgender to the employment monitoring form). Any expenditure relating to production of the revised Equal Opportunities Policy and consultation will be met from the existing Equalities & Diversity budget.

#### **5. Head of Legal Services Comments**

5.1 The Head of Legal Services has been consulted on the content of this report. The report itself sets out the legal framework underpinning the policy. Adherence to the policy will assist the Council in meeting its duties under that legislation.

#### **6. Local Government (Access to Information) Act 1985**

6.1 Achieving Equality; Respecting Diversity Haringey Council Equal Opportunities Policy

#### **7. Strategic Implications**

The current Equal Opportunities Policy was published in 1999 and sets out Haringey Council's policy for equalities and diversity. The Equal Opportunities Policy is being revised to include new equalities legislation and to ensure that the equalities policy is linked to the new Equalities Scheme. The updated version reflects a change in emphasis together national and local priorities. The equalities monitoring categories have been amended, so that they comply with current equalities legislation and Commission for Racial Equality Guidance.

#### **8. Financial Implications**

8.1 See 4 above.

#### **9. Legal Implications**

9.1 See 5 above.

#### **10. Equalities Implications**

- 10.1 Haringey Council's Equal Opportunities Policy underpins all Council activities and is the cornerstone when developing new policies, procedures and projects or revising existing ones. It is therefore necessary that we update the current Equal Opportunities Policy to reflect changes in equalities legislation.

## **11. Consultation**

- 11.1 We have consulted widely on the new policy and the emended equalities categories. These included among others:

- \* Council staff;
- \* Trade Unions
- \* Directorate Equalities Fora;
- \* The Race Equality Joint Consultative Committee;
- \* Haringey Women's Forum;
- \* Haringey Disabilities Consortium;
- \* Haringey Faith Forum;
- \* Haringey Age Concern;
- \* Haringey Youth Council
- \* Gypsies and Travellers;
- \* Lesbian, Gay, Bisexual and Transgender (LGBT) Network.

## **12. Background**

- 12.1 Since 1999 when the current Equal Opportunities Policy was published there has been major legislative changes and a new national agenda for equalities and diversity, hence the need to up date our policy to reflect this new legislation. The new policy also reflects the Government's and Haringey's current priorities such as community cohesion.
- 12.2 The Equal Opportunities Policy is linked to Haringey's Equalities Scheme which was agreed in December 2006.
- 12.3 The equalities monitoring categories need to be amended to ensure they comply with current equalities legislation. This includes a requirement to monitor sexuality and the need to include a transgender category when carrying out employment monitoring. The equalities monitoring framework will also reflect the Commission for Racial Equality Guidance around monitoring gypsies and travellers and the monitoring of religion and belief.
- 12.4 The Equalities Team will continue to provide training to existing staff and induction to all new staff on the Equal Opportunities Policy and the Equalities Scheme. The Equalities Team will also continue to work with the Organisational Development and Learning section to ensure that all training and development providers promote Haringey Council's Equal Opportunities Policy.
- 12.5 The Equal Opportunities Policy implementation plan will include:

* published version on the Council's Website and Harinet	August 07	
* printed version available	August 07	
* article in Smart Working	Sept/Oct	*
*article in Members Newsletter	Sept/Oct	
* article in Equalities Matters	Sept/Oct	

### **13. Conclusion**

13.1 The updated and revised Equal Opportunities Policy will enable the council to comply with revised equalities legislation. Ensure that the equalities policy is linked to the new Equalities Scheme. Reflects changes of emphasis around national and local priorities. Amends equalities monitoring categories to comply with current equalities legislation and Commission for Racial Equality Guidance.

### **14. Use of Appendices / Tables / Photographs**

14.1 Equal Opportunities Policy July 07