

# **Bridgend County Borough Council**

## **Report of the Chief Executive**

### **Equalities Committee**

**7 November 2006**

#### **Draft Equalities Committee Work Programme**

##### **1. Purpose**

- 1.1** The purpose of this report is to seek the endorsement of the Equalities Committee for the draft work programme (see appendix 1).

##### **2. Background**

- 2.1** In order to achieve level 2 of the Equality Standard for Local Government in Wales by March 2007 the Authority must put in place a corporate equality policy and plan that covers the relevant equality strands.

##### **3. Draft Equalities Committee Work Programme**

- 3.1** The draft work programme includes the elements required to meet the requirements of level 1 and 2 of the Equality Standard for Local Government in Wales, by March 2007 as part of its Welsh Assembly Government Policy Agreement (local measure 15). It is based on the draft Corporate Equality Plan and the authority's statutory schemes.

##### **4. Legal and financial implications**

This report contributes to the authority meeting its statutory duties (see background papers listed below) and the financial implications arising from this work programme will be assessed by the Corporate Equalities Management Group to support the submission of a report to Cabinet.

##### **5. Recommendations**

That the Equalities Committee endorse the draft Equalities Committee Work Programme.

**David Bowles**  
**Interim Chief Executive**  
**20 September 2006**

##### **Contact Officer:**

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## **Background papers:**

- Equality Standard for Local Government in Wales
- Wales Programme of Improvement Guidance for Local Authorities 2005 (Circular 28/2005)
- Equal Pay Act 1970 and 1983
- Sex Discrimination Act 1975 and 1986
- Race Relations Act 1976 and 2000 and 2003
- Pregnant Workers Directive 1992
- Welsh Language Act 1993
- Pensions Act 1995
- Disability Discrimination Act 1995 and 2005
- Employment Rights Act 1996
- Protection from Harassment Act 1997
- Working Time Regulations 1998
- Government of Wales Act 1998
- Crime and Disorder Act 1998
- Human Rights Act 1998
- Maternity and Parental Leave Regulations 1999
- Sex Discrimination (Gender Reassignment) Regulations 1999
- Part-time (Prevention of Less Favourable Treatment) Regulations 2000
- Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002
- Sex Discrimination (Indirect Discrimination and Burden of Proof) Regulations 2001
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Gender Recognition Act 2004
- Carers (Equal Opportunities) Act 2004
- Civil Partnership Act 2005
- Equality Act 2006
- Employment Equality (Age) Regulations 2006
- Work and Families Act 2006

## Equalities Committee Work Plan

### Committee meeting dates

Date	Time
07 Nov 2006	14.30-17.00
19 Dec 2006	14.30-17.00
21 Feb 2007	13.30-16.00
02 Apr 2007	10.00-12.30
14 May 2007	10.00-12.30
18 Jul 2007	10.00-12.30
10 Sep 2007	10.00-12.30
07 Nov 2007	10.00-12.30
05 Dec 2007	10.00-12.30

### Commitments in Corporate Equalities Plan

Strategic Project	Action	Meeting
Development of equality policy framework.	Develop draft policy statements Report on outcomes of consultation to CCE & Cabinet.	Dec 2006.
Development of Corporate Equalities Plan	Prepare draft CEP with report on financial implications.	Dec 2006
Review of Race Equality Scheme	Re-Draft Race Equality Scheme to be submitted to CEMG 19.10.06	Dec 2006
Review of Welsh Language Scheme	Report on submission to Welsh Language Board on draft revised scheme.	Dec 2006
Develop a draft Disability Equality Scheme.	Update on consultation and proposals for draft scheme. Report on finalised scheme.	Nov 2006 Dec 2006
Develop a draft Gender Equality Scheme.	Report on consultation plans on draft scheme Report final scheme	Dec 2006 Feb 2007
Develop information & guidance for managers, staff and councillors.	Develop 'Know your community' package.	Nov 2007
Develop Community Involvement Action Plan linked to EU Year of Equal Opportunities for All 2007.	Report on Draft Community Involvement Action Plan linked to statutory timetable and identifying resources.	Dec 2006.
Review strategic service policies/plans and corporate equality impact assessment process	Report on prioritising risk areas and recommendations for review.	April 2007

Strategic Project	Action	Meeting
Review procurement process to mainstream good practice in equalities	Report on mainstreaming equalities into procurement	Feb 2007
Review Performance Management Framework to mainstream good practice in equalities	Report on mainstreaming equalities into performance management.	Feb 2007
Review council policy and mechanisms for dealing with hate crimes, domestic violence and harassment in community and employment.	Report on good practice and current policy position with recommendations for improvements.	Feb 2007
Develop corporate language and accessible communication policy and action plan, including external accreditation.	Report with proposals and costings.	Feb 2007
Develop equality monitoring protocol for service areas	Report on proposals on equality monitoring arrangements. Directorates to produce analytical reports on service monitoring.	May 2007  Sept 2007
Review of employment policies & practices to ensure compliance with legislation and codes of practice.	Report making recommendations for improvement.	April 2007
Produce and publish annual workforce analysis in line with statutory employment monitoring duties	Report including opportunities to promote equality good practice.	Feb 2007
Review of staff and member training and development	Report on options for staff training, including costs Report on equality training strategy for members.	March 2007  June 2007
Annual report on implementation of Corporate Equality Plan and statutory schemes.	Report on proposal for annual reporting process and format.	April 2007