

BRIDGEND COUNTY BOROUGH COUNCIL

CYNGOR BWRDEISTREF SIROL PEN-Y-BONT AR OGWR

REPORT TO CABINET EQUALITIES COMMITTEE

**REPORT OF THE ASSISTANT CHIEF EXECUTIVE – CORPORATE
DEVELOPMENT & PARTNERSHIPS**

19th FEBRUARY 2009

REPORT ON PROGRESS ON THE CORPORATE EQUALITY SCHEME

1. Purpose of report: -

1.1 To seek approval of the Authority's draft Corporate Equality Scheme for public consultation.

2. Connection to Corporate Improvement Plan / Other Corporate Priority: -

2.2 The information set out in this report identifies the action being taken to ensure that the Authority can meet its moral and statutory duties in respect of equalities and human rights legislation, including its public sector duties on race, disability and gender. As equalities is a cross-cutting issue this information will support all of the Council's corporate priorities.

3. Background:-

3.1 The Authority's Corporate Plan 2008-2011 contains a commitment to develop and implement a single equality scheme and attain 'improving authority' status under the new *Equality Improvement Framework for Welsh Local Government* (EIF).

4. Current situation / proposal :-

4.1 The draft Scheme has been developed as set out in Appendix 1. The draft will be subject to further amendments based on consultation responses. The consultation will also help to further develop the action plan and equality impact assessment schedule that will accompany the final Scheme.

4.3 The consultation activities will include the following:

- Local partners and equality organisations will be invited to attend a consultation event hosted by the Bridgend Equality Forum.

- Local and national organisations, including town and community councils, will be provided with an executive summary and questionnaire about the Scheme to seek their views.
- Staff focus groups will be held and an on-line questionnaire will be made available to staff.
- Trade Unions will be consulted with about the Scheme.

5. Effect upon Policy Framework& Procedure Rules:-

- 5.1 At this stage the report has no direct effect upon the policy framework or procedure rules but the new Scheme will support the effective implementation of the Council's statutory duties in relation to equalities and human rights.

6. Legal implications:-

- 6.1 The proposals set out in this report will help the Authority to comply with statutory provisions of equality and human rights legislation and mitigate the risk of enforcement action and litigation.

7. Financial implications:-

- 7.1 The action plan that will be developed as part of the final Scheme will reflect initiatives that can be resourced from current budgets and will help the Authority to mitigate exposure to risk over its responsibilities in this area.

8. Recommendation: -

- 8.1 That the Cabinet Equalities Committee approves the draft Corporate Equality Scheme for public consultation.

David MacGregor
Assistant Chief Executive – Corporate Development & Partnerships
12th February 2009

9. Contact Officer:-

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10. Background documents:-

None