



<u>Committee and Date</u>
Council 21 January 2010

<u>Item</u>
Public

<u>Paper</u>
19

SHROPSHIRE COUNCIL - DRAFT SINGLE EQUALITY SCHEME 2010-2013

Summary

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This is the draft Single Equality Scheme 2010-2013 for Shropshire Council which brings together all equality strands and incorporates our Race, Disability and Gender Equality Duty action plans as well as actions around the Community Cohesion agenda.

Recommendations

- A. That Council recommend the draft Single Equality Scheme for Council on 21st January 2010.

Report

1. In line with the national agenda this Single Equality Scheme has been developed combining the current Race, Gender and Disability equality duties and actions on Age, Religion & Belief, Sexual Orientation and Transgender under the Equality Act. It also encompasses work around the Community Cohesion Agenda. This will include a shared vision with strategic objectives, priorities and a robust action plan. It will also describe the new organisational arrangements for developing, reviewing and monitoring equalities issues.
2. Progress against the equalities and diversity agenda will be monitored via the established equalities groups at both a strategic and directorate level. They have all been involved in developing this new Single Equality Scheme. These groups are supported by the Diversity Officer based in the Policy & Performance within the Chief Executives Office who also provides support to the Shropshire Partnership's Equalities Forum.
3. The Single Equality Scheme will be reviewed annually. A performance report will be presented to Cabinet and Council outlining our achievements against the action plan.

Next Steps

4. The equalities and diversity work programme has grown over the last 2 years, and although legislation is driving the national agenda, in Shropshire the focus has been on meeting the needs of the people in the county. This new Single Equality Scheme for Shropshire Council has been developed using the themes of the new Equalities Framework for Local Government.
5. The IDeA has confirmed that it is reasonable for Shropshire Council to migrate to the 'Developing' Level of the new Framework. Shropshire Council will work towards level 2 – 'Achieving' over the next 12-18 months. For this level we will be required to undertake a self assessment which will be validated by a peer challenge.

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- A further report will be presented to CMT and Cabinet in March 2010 outlining the project plan for Shropshire Council to progress to ‘Achieving’ level of the new Equalities Framework. It is anticipated that Shropshire Council will be undertaking the Peer Review in Spring 2011

List of Background Papers (This MUST be completed for all reports, but does not include items containing exempt or confidential information)

Human Rights Act Appraisal

The recommendations in this report are compatible with provisions of the Human Rights Act 1998.

Environment Appraisal

n/a

Risk Management Appraisal

n/a

Community / Consultations Appraisal

n/a

Cabinet Member

Cllr. Gwilym Butler

Local Member

Cllr Liz Parsons – Member Champion

Appendices

Single Equality Scheme and Action Plan