

# OVERVIEW AND SCRUTINY COMMITTEE MINUTES

## 9 FEBRUARY 2011

<b>Chairman:</b>	* Councillor Jerry Miles	
<b>Councillors:</b>	* Sue Anderson * Kam Chana * Ann Gate * Susan Hall (4)	* Barry Macleod-Cullinane * Sachin Shah * Krishna Suresh (3) * Stephen Wright
<b>Voting Co-opted:</b>	(Voluntary Aided) † Mrs J Rammelt Reverend P Reece	(Parent Governors) (Vacancy) (Vacancy)
<b>In attendance: (Councillors)</b>	Bill Stephenson	Minute 88

- \* Denotes Member present
- (3) and (4) Denote category of Reserve Members
- † Denotes apologies received

### RECOMMENDED ITEMS

#### 87. Single Equalities Scheme

The Committee received a report of the Corporate Director of Adults and Housing and the Assistant Chief Executive which set out the final draft Single Equalities Scheme. The scheme covered the Council's approach to taking forward the protected characteristics (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or

Belief, Sex and Sexual Orientation) under the Equality Act 2010 and working towards the excellent level of the new Equality Framework for Local Government (EFLG) with a view to achieving the excellent accreditation by March 2012.

An officer advised that the scheme set out the actions the Council intended to take and also the actions it was hoped would achieve excellence. The officer added that Cabinet had recommended the scheme to Council for approval as it was a change to the policy framework.

A Member stated that the scheme did not appear to address double and triple discrimination. The officer advised that the Equality Act specifically provided for the recognition of dual discrimination but due to the timing of the production of the scheme, this would be addressed when it was revisited.

In response to a Member's question in relation to the reduction of inequalities through corporate commitment and partnership working, the officer advised that there had been a significant increase in equalities and diversity training. In addition, there was an e-learning package and an improved version of the induction training for both new staff and managers. Officers were ensuring that Equality Impact Assessments were completed for changes to policies. He added that there was a quality assurance process in place to ensure that these were done correctly, with a selection being sent to the Equality Centre for checking.

A Member questioned whether there was an indicator in place in terms of the data held by the Council on its residents. The officer advised that there was a link to categories of information and by 31 July 2011, the Council was due to publish how its functions supported the general equality duty against each of the protective characteristics.

**Resolved to RECOMMEND:** (to Council)

That the comments of the Committee be considered.