

Bath & North East Somerset Council		
DECISION MAKER:	Cllr Malcolm Hanney, Cabinet Member for Equality	
DECISION DATE:	On or after 1st June 2010	PAPER NUMBER 4
TITLE:	Single Equality Scheme	EXECUTIVE FORWARD PLAN REFERENCE: E 2145
WARD:	All	
AN OPEN PUBLIC ITEM		
<p>List of attachments to this report:</p> <ol style="list-style-type: none"> 1. Single Equality Scheme, a combined, generic scheme for Bath and NE Somerset Council and NHS-PCT B&NES 2. Organisations that received a direct request to comment on the Single Equality Scheme 3. e-consult invitation to comment 		

1 THE ISSUE

- 1.1 The Bath and North East Somerset Partnership has combined the NHS and Council's separate equality schemes into one Single Equality Scheme for Race, Disability, Gender, Age, Religion or Belief and Sexual Orientation. This means we can address all equality issues in a more strategic way to meet our commitment to move towards equality for all along with meeting the requirements of the Equality Act.

- 1.2 The scheme makes clear that the Partnership is committed to improve equality at all levels within the Partnership in employment, in service delivery and in the way we buy our health, social care and housing services on behalf of our citizens.

2 RECOMMENDATION

The Cabinet member is asked to adopt the single equality scheme on behalf of the Council.

3 FINANCIAL IMPLICATIONS

3.1 There are no direct financial implications from this report.

4. CORPORATE PRIORITIES

- *Building communities where people feel safe and secure*
- *Promoting the independence of older people*
- *Improving life chances of disadvantaged teenagers and young people*

5. THE REPORT

5.1 Our single equality scheme, (a legislative requirement) has been written as a combined Council and NHS B&NES commitment to equality of opportunity.

Through our general duty to promote equality we must be:

- proactive in eliminating discrimination and harassment
- proactive in promoting equality of opportunity

5.2 The Equality Act (April 2010) has extended our duties from issues of race, gender and disability to cover sexual orientation, age and religion/belief and therefore our scheme addresses these six area of equality. The new legislative requirements will be phased in over the next three years and will introduce a range of new rights, powers and obligations – we will update our scheme once a timetable of introduction of the new obligations has been published.

6 RISK MANAGEMENT

6.1 The report author and Cabinet member have fully reviewed the risk assessment related to the issue and recommendations, in compliance with the Council's decision making risk management guidance.

7 EQUALITIES

7.1 A full EIA has not been produced as the Single Equality Scheme is the culmination of the results of many Council EIAs and therefore in itself is not subject to EIA. However, any changes to policy or service delivery made as a result of this SES would be subject to the EIA process.

8 RATIONALE

8.1 The SES will be discussed at Corporate Resources Overview and Scrutiny panel (May 2010) with a proposal of recommendation to Cabinet for adoption.

9 OTHER OPTIONS CONSIDERED

9.1 None.

10 CONSULTATION

- 10.1 Ward Councillor; Cabinet members; Parish Council; Town Council; Trades Unions; Overview & Scrutiny Panel; Staff; Other B&NES Services; Service Users; Local Residents; Community Interest Groups; Youth Council; Stakeholders/Partners; Other Public Sector Bodies
- 10.2 Staff and public consultation over three months was carried out by
- Using e-consult
 - Direct mail out to known community groups
 - Meetings with community groups
 - Meetings with staff worker challenge groups (Workers Challenge Groups focussing on Black and minority ethnic staff issues, Lesbian, Gay and Bisexual Issues and Disability issues) are an important part of the Council's commitment to equality and diversity. The Council believes that it is only by engaging with and supporting our staff that we will be able to progress its work in ensuring equality for all.)

11 ISSUES TO CONSIDER IN REACHING THE DECISION

- 11.1 Social Inclusion; Customer Focus; Human Resources; Property; Young People; Human Rights; Other Legal Considerations

12 ADVICE SOUGHT

- 12.1 The Council's Monitoring Officer (Council Solicitor) and Section 151 Officer (Strategic Director - Support Services) have had the opportunity to input to this report and have cleared it for publication.

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Background papers	
Please contact the report author if you need to access this report in an alternative format	