

**WRITTEN STATEMENT OF A NON-KEY DECISION
CABINET**

ITEM:	COMPREHENSIVE EQUALITY POLICY AND EQUALITY SCHEMES
Members Present:	Councillors: RJ Phillips (Leader), LO Barnett, AJM Blackshaw, H Bramer, JP French (Deputy Leader), JA Hyde, JG Jarvis, DB Wilcox.
Date of Decision:	20th September 2007
Exempt:	No
Confidential	No
Urgent Decision:	No
Purpose:	To advise the Cabinet on progress regarding the Council's commitment to and delivery of the Council's statutory obligations to the Diversity agenda.
Decision:	THAT progress of the Comprehensive Equality Policy and associated equality schemes be noted.
Reasons for the Decision:	<p>The changing and diverse nature of the community of Herefordshire should be recognised and acknowledged, along with the challenges this brings. The Comprehensive Equality Policy (CEP) is the umbrella document that sets out the Council's commitment to achieving excellence and meeting its statutory responsibilities to promote and implement equality when it is:</p> <ul style="list-style-type: none"> • Providing services • Purchasing services • Employing staff • Working in partnership with other organisations <p>The CEP provides the focus to ensure that the Council meets the criteria needed to reach Level 3 of the Equality Standard by March 2008. The CEP is underpinned by the Race Equality Scheme (RES) Disability Equality Scheme (DES) and the Gender Equality Scheme (GES). It should be noted that the RES the DES and the GES are incorporated within the CEP, and therefore their action plans sit as appendices to it.</p> <div style="text-align: center;"> <pre> graph TD DG[Diversity Group] --> FOC[Focus on: Comprehensive Equality Policy Chair: Director of Corporate & Customer Services] DG --> RESG[Race Equality Steering Group] DG --> DWG[Disability Working Group] RESG --> RES[Focus on: Race Equality Scheme Chair: Equality & Diversity Manager] DWG --> DES[Focus on: Disability Scheme Chair: Head of Commissioning & Improvement] RES --- GES[Gender Equality Scheme] DES --- GES </pre> </div>
Options Considered:	There are no Alternative Options.

Declaration of Interest:	

COUNCILLOR RJ PHILLIPS: LEADER OF THE COUNCIL	Date: 20th September 2007
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