

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

ITEM:	COMPREHENSIVE EQUALITY POLICY AND ASSOCIATED EQUALITY SCHEMES
Members Present:	Councillors: RJ Phillips (Leader), LO Barnett, H Bramer, JP French (Deputy Leader), JA Hyde, JG Jarvis, PD Price, DB Wilcox.
Date of Decision:	16 October 2008
Exempt:	No
Confidential	No
Urgency/Special Urgency: (As defined in Constitution)	No
Purpose:	To note progress on the work that the council has done in regards to its Comprehensive Equality Policy and associated equality schemes.
Decision:	<p>THAT:</p> <ul style="list-style-type: none"> (a) progress in implementing the Comprehensive Equality Policy and associated schemes be noted; (b) the continued work of the Corporate Diversity Team and its implementation of the Equality Standard and the transition to the new Equality Framework be endorsed; and (c) the importance of maintaining the progress and commitment to equality schemes to ensure compliance with its statutory requirements be recognised.
Reasons for the Decision:	<ol style="list-style-type: none"> 1 The Comprehensive Equality Policy and associated equality schemes state the Local Authority's commitment to equality and diversity. They set out the specific actions that the Authority is going to take to ensure that it fulfils its statutory responsibility and legal obligations and continues to demonstrate community leadership. 2. Since the last report there have been significant changes both organisationally and nationally. Over the last 5 years we have been working towards the Equality Standard for Local Government, and are currently declared at Level 3 and about to undertake external peer

	<p>evaluation. There is now a move to a more simplified "Equality Framework" that will sit alongside the new Comprehensive Area Assessment (CAA) based performance framework for local government. There will be 3 levels instead of the 5 in the current Equality Standard. These are: Emerging, Achieving and Excellent, and this will significantly reduce the number of prescribed actions. The new equality framework will be introduced in April 2009.</p> <p>3. This move away from a very prescriptive approach means that Local Authorities can use the new Framework to determine local needs, priorities and actions (in line with what is being expected by the CAA). However, there is a need to ensure that the legal public duties are not overlooked, and the need for all levels of the organisation to understand their responsibilities in delivering them are paramount.</p>
Options Considered:	There are no Alternative Options.
Declaration of Interest:	

<p>COUNCILLOR RJ PHILLIPS:..... LEADER OF THE COUNCIL</p>	<p>Date: 16 October 2008</p>
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