

Meeting: Overview and Scrutiny Committee

Date: 2 July 2012

Title: Equalities and Diversity

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Service: Policy and Partnerships

Directorate: Strategic Services

Wards affected: All

1. Purpose of Report

To set out the areas of the Equality and Diversity agenda that Overview and Scrutiny may want to consider.

Prior to any decision being made the Council has a statutory responsibility as set out in the Equality Act 2010, to ensure it has due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

To support the Council in knowing about the people that might be affected by any decision the Council collects and publishes equality data about employees and people who access Council services. Service areas use this information to help inform any specific actions they might need to take to ensure compliance with the equality duty.

2. Recommendations

Overview and Scrutiny will want to ensure that they understand the Council's duties as set out in the Act.

They will want to ensure that these principles are considered as part of any recommendations they make.

They may wish to review the equality data and the action plans developed by service areas to assist with decision making.

3. Details

N/A

4. Appendices

Briefing note for the Overview and Scrutiny Committee

5. Background Information

Briefing note for the Overview and Scrutiny Committee of the 23rd May - "Role of Overview and Scrutiny in Council Equality and Diversity Decision Making".