

# **WEST DUNBARTONSHIRE COUNCIL**

## **Report by the Chief Executive**

### **Corporate and Efficient Governance Committee - 25 November 2009**

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#### **Subject: Equality Scheme 2009-12**

#### **1. Purpose**

- 1.1** The report presents an Equality Scheme 2009-12 for Committee approval.

#### **2. Background**

- 2.1** Equality legislation requires the Council to publish equality schemes setting out its approaches to the promotion of race, disability and gender equality. In August 2008 the Council decided to amalgamate its three schemes into a single scheme and to make this change at the end of the Disability Equality Scheme in November 2009.

#### **3. Main Issues**

- 3.1** The attached scheme and action plan set out the Council's approach to the promotion of equality in its role as service provider and employer. The scheme has been agreed by the Council's Equality and Diversity Working Group. It has been impact assessed for equalities.
- 3.2** The section 'Crosscutting Approaches to Equalities' sets out approaches which address equality in general. These include the means by which the Council will ensure equality in employment and how its approaches to community engagement, assessment of services, procurement of services and training will reflect its commitment to equality.
- 3.3** The section 'Individual Equality Strands' sets out how the Council will address issues which are specific to race, disability and gender equality, and to the equality issues which affect the gay, lesbian bisexual and transgender community.
- 3.4** Equality legislation requires Education Authorities to publish their own equality schemes, though they may do so as an identifiable section of wider schemes, and this is reflected in the section 'Equality in Education'.

**3.5** The scheme's main focus is on race, disability and gender equality but it recognises that good practice in employment and service delivery should take account of a wider range of equality issues such as age and religion and belief. It also leaves the way open for implementation of the forthcoming Equality Act which will set out all public authorities' duties in regard to a wider range of equality strands.

#### **4. Personnel Issues**

**4.1** The report has no direct personnel implications.

#### **5. Financial Implications**

**5.1** The report has no direct financial implications.

#### **6. Risk Analysis**

**6.1** No formal risk analysis has been carried out on the report, but implementation of the scheme will alleviate risk of non-compliance with equality legislation.

#### **7. Conclusions & Officers' Recommendations**

**7.1** The report introduces an Equality Scheme which sets out the approaches to be taken by the Council in the period 2009-12 to promote equality in its role as employer and service provider, and Committee is asked to approve the report and the proposed scheme.

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**David McMillan**  
**Chief Executive**  
**Date: 2 November 2009**

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<b>Appendices:</b>	Draft Equality Scheme 2009-12 with Action Plan and Appendices.
<b>Background Papers:</b>	Report on Single Equality Scheme to Corporate and Efficient Governance Committee, 27 August 2008
<b>Wards Affected:</b>	All wards are affected