

# **WEST DUNBARTONSHIRE COUNCIL**

## **Report by the Chief Executive**

**Corporate and Efficient Governance Committee: 17 December 2008**

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**Subject: Annual Equalities Report 2008**

### **1. Purpose**

- 1.1** The report introduces the Council's Annual Equalities Report 2008 which sets out the Council's progress in the promotion of equal opportunities.

### **2. Background**

- 2.1** The Council has specific duties in relation to race, disability and gender equality, and is required to take account of sexual orientation, age and belief and religion in its role as employer and service provider. In June 2007, the Council agreed that progress on these duties should appear in an annual equalities report, and the first of these was presented in November 2007.

### **3. Main Issues**

- 3.1** The report, attached as Appendix 1, provides a summary of progress made in 2008 towards the Council's equalities objectives, focusing on its Race, Disability and Gender Equality Schemes, and the Gypsy Traveller Strategy.

- 3.2** The report concludes that there has been significant progress in the Council's approach to equality issues in 2008, particularly in measures which take a broad approach to equalities rather than targeting specific groups. Examples of these 'cross-cutting' measures are the impact assessment of new policies, employment policy and staff training.

- 3.3** Examples of measures which impact on specific equality issues include:

- **Race Equality** Work to engage with West Dunbartonshire's small but varied black and minority ethnic community.
- **Gypsy / Travellers** Publication of the first Gypsy / Traveller Strategy.
- **Gender Equality** Work to progress in equality in employment and to address violence against women.
- **Disability Equality** Continued progress with access improvement and work to address community safety issues.
- **Sexual Orientation** Work of the Lesbian, Gay, Bisexual and Transgender (LGBT) Network, and staff training to support this.

**3.4** In its conclusion, the report refers to the Council's decision to draw together its individual equality schemes into a Single Equality Scheme in November 2009, and to the expectation that the Council will develop its links with the newly formed Equality and Human Rights Commission.

**4. Personnel Issues**

**4.1** No direct personnel issues are raised in this report.

**5. Financial Implications**

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

**6. Risk Analysis**

**6.1** A risk assessment was not required for this report.

**7. Recommendation**

**7.1** Committee is asked to note the contents of the annual equalities report and to agree the approach being taken by the Council in the promotion of equal opportunities.

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**David McMillan**  
**Chief Executive**  
**Date: 5 December 2008**

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**Appendix 1:** West Dunbartonshire Council Annual Equalities Report, 2008.

**Background Papers:** None

**Wards Affected:** All wards are affected by the report.