

WEST DUNBARTONSHIRE COUNCIL

Report by the Chief Executive

Social Justice Committee: 8 November 2006

Subject: Equality and Diversity Strategy Progress Report and Action Plan

1. Purpose

- 1.1 The purpose of this report is to present progress on the delivery of the Equality and Diversity Strategy Action Plan.

2. Background

- 2.1 The Equality and Diversity Strategy was agreed in October 2005 and provides a statement of the Council's commitment to equality and diversity, and provides a framework for its approach to the various 'strands' of equality: Race; Disability; Gender; Age; Sexual Orientation; Religion and Belief.
- 2.2 The strategy identifies the leadership roles that support the Council's approach to equality, and identifies the legislation that defines its statutory duties. It outlines the common threads in each of its equality policies and the cross-cutting actions that will support them
- 2.3 The Action Plan sets out how the Council is delivering on the overarching equality and diversity issues outlined in the strategy.

3. Main Issues

- 3.1 Progress has been made for each action which will enable the Council to better meet its legislative duties and the progress report is attached at Appendix One.
- 3.2 The Equality and Diversity Action Plan for 2006 – 2007 is attached at Appendix Two.

4. Personnel Issues

- 4.1 The plans for Personnel Development, e.g. Performance Development Planning and training, will need to reflect the statutory duties in regard to equality and diversity.

5. Financial Implications

- 5.1 There are financial implications in regard to the development of Equality and Diversity training and for carrying out consultation in regard to developing the Council's equality schemes, ensuring services are meeting the needs of key groups.

6. Conclusions

- 6.1** The Council is making some good progress on the delivery of Equality and Diversity, but further work is required.

7. Recommendations

- 7.1** The Committee is asked to note the progress made on the Equality and Diversity Strategy Action Plan 2005 – 2006 and agree the Action Plan for 2006 – 2007.

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01 November 2006

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Background Papers: Equality and Diversity Strategy 2005 - 2009

Wards Affected: All