

# WEST DUNBARTONSHIRE COUNCIL

## Report by the Chief Executive

Corporate and Efficient Governance Committee: 22 December 2010

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**Subject: Annual Equality Report 2010**

### **1 Purpose**

- 1.1 The report summarises the annual report on the Equality Scheme 2009-12. The annual report is attached at Appendix 1.

### **2 Background**

- 2.1 Equality legislation requires the Council to have Race, Disability and Gender Equality Schemes. In 2009 these were combined into one Equality Scheme. This is the first report on progress with the Council's Equality Scheme 2009-12. The combined public sector duty covers a wider range of characteristics, although it will not be introduced until April 2011, public authorities must continue to meet the duties under the previous legislation until then.
- 2.2 This report has been present to the Equality and Diversity Working Group and includes an updated Action Plan, attached at Appendix 2.
- 2.3 Under the new legislation the next report will be due in April 2012 and no less than every 2 years following this date.

### **3 Main Issues**

- 3.1 The report sets out progress with the Equality Scheme both regarding cross-cutting measures, and in specific areas of equality in terms of race, gender and transgender, disability and sexual orientation. The new legislation will require reporting also on age, religion and belief, pregnancy and maternity and marriage and civil partnership.
- 3.2 As the Equality Scheme is a 3 year scheme, many of the actions will continue forward into 2011-12. During 2011-12 the scheme will be updated to take account of the new legislation, subject to staffing resources as the key officer will be on maternity leave during a significant portion of this time.
- 3.3 Some key areas where progress has been made include updating policies and guidelines to meet the Equality Act 2010, consultation and involvement, and specific areas of equality. Some examples include further developing links with some of the Black & Minority Ethnic groups, who have come together to form an Ethnic Minority Network and hosted the first celebration of Black History Month in the area. Some research has been carried out into lesbian gay bisexual transgender community in West Dunbartonshire and the LGBT Equality Officer Network has been re-established with the aim of taking forward its action plan which includes establishing an LGBT

community group. The Disability Working Group has not been so active during the year, although attempts are being made to re-establish this group. Other disability groups, including the Access Panel have continued to meet and take forward important issues for the disabled population in West Dunbartonshire.

- 3.4** By developing these networks this should assist us to meet our duties under the new legislation, including the specific duty to set equality objectives involving the whole community in the process. There has also been progress in tackling violence against women, with additional staffing resources and developments in partnership working and expanding projects. Also there has been some progress in tackling occupational segregation in terms of identifying initiatives in this area to be taken forward, although there are issues regarding how this can be done in the current financial climate. There has been continuing progress via the modern apprenticeship scheme with numbers of female construction apprenticeships increasing gradually.
- 3.5** In terms of Employment, the development of the Workforce Management System has enabled more accurate monitoring. The Annual Employment Report is also being presented at this meeting. A Salary Sacrifice Childcare Voucher scheme has been introduced and is proving popular. Steps have been taken to ensure that the Council complies with the provisions of the Equality Act that came into force on 1<sup>st</sup> October 2010, including those on the recruitment and selection of disabled persons.
- 3.6** The Council is required to have distinct equality schemes for its Education services and this is reflected in a separate section of the report. The Education Equality & Human Rights Group continues to operate, although there was a gap due to staff absence, and a pilot of 10 schools for the Rights Respecting Schools Award is underway.
- 3.7** The report concludes with a summary of the progress made in the scheme, and of the work which will continue into in 2011-12.

#### **4 People Implications**

- 4.1** There are no specific personnel issues raised by the report.

#### **5 Financial Implications**

- 5.1** There are no specific financial issues raised by the report.

#### **6 Risk Analysis**

- 6.1** No formal risk analysis has been carried out. The report contributes to the Council's continuing compliance with its statutory equality duties.

## **7 Equalities Impact**

- 7.1** As this is an annual report there was no requirement to carry out an impact assessment. An impact assessment of the Equality Scheme 2009-12 was carried out when the scheme was developed.

## **8 Conclusions & Officers' Recommendations**

- 8.1** There has been some progress both in cross-cutting and individual areas of equalities. However there is further work to be done, particularly to meet the requirements of the Equality Act 2010.
- 8.2** Committee is asked to note the progress made under the existing Equality Scheme and to agree the continuation of this via the Equality Scheme action plan and the mechanisms in place. Committee is also asked to note the requirements of the Equality Act 2010 and the plan to update the Equality Scheme in 2012 to include a wider range of characteristics, and include the publication of equality objectives (whilst acknowledging the impact of maternity leave on the capacity to take these forward in 2011).

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**David McMillan**  
**Chief Executive**  
**Date: 26 November 2010**

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**Appendices:** Appendix 1: Annual Equality Report 2010  
Appendix 2: Equality Scheme 2009-12, Action Plan  
Progress Report 2010

**Background Papers:** Equality Scheme 2009-12

**Wards Affected:** All Wards