

POLICY REVIEW AND DEVELOPMENT PANEL REPORT

REPORT TO:	Corporate Performance Panel		
DATE:	13 th November 2017		
TITLE:	Equality Policy		
TYPE OF REPORT:	Policy development		
PORTFOLIO(S):	Leader of the Council		
REPORT AUTHOR:	Becky Box, Policy, Performance and Personnel Manager		
OPEN/EXEMPT	Open	WILL BE SUBJECT TO A FUTURE CABINET REPORT:	Yes

REPORT SUMMARY/COVER PAGE

PURPOSE OF REPORT/SUMMARY:

The Council's Equality Policy has been revised and updated to reflect changes in legislation and to bring the policy up-to-date with regards to the roles and responsibilities of a local authority.

Members of the Corporate Performance Panel have received two presentations outlining the work that has been undertaken during the review of the policy. This has given them an insight into the changes that have come into effect since the previous policy was adopted and an appreciation of the proposed content of the new policy. It has also ensured that Members have had the opportunity to ensure all relevant factors have been taken into consideration in the drafting of the new policy.

The purpose of this report is to provide the Panel with the opportunity to review the final draft of the policy, prior to it going forward to Cabinet in November 2017.

KEY ISSUES:

The key factors taken into consideration during the review were:

- relevant legislation, in particular, the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011
- how the Council ensures compliance with the requirements of these Acts
- any changes to process/best practice within the Council

OPTIONS CONSIDERED:

N/A – the Policy was scheduled for review as the contents of the existing policy had become outdated and inaccurate.

RECOMMENDATIONS:

That Members support the adoption of a the new Equality Policy as provided in Appendix 1.

REASONS FOR RECOMMENDATIONS:

Previous Panel meetings have informed Members knowledge and understanding of current equalities requirements and feedback from these meetings has informed the final content of the new Equality Policy.