

For publication

Draft Equality and Diversity Annual Report 2015/16

Meeting: Community, Customer and Organisational
Scrutiny Committee

Date: 24th May

Cabinet portfolio: Governance

Report by: Policy and Communications Manager

1.0 Purpose of report

1.1 To present for consideration the draft Council's Annual Equality and Diversity Annual Report for 2015/16 and future plans.

2.0 Recommendations

2.1 That the draft Equality and Diversity Annual Report be supported prior to submission of the final report to Cabinet on 14 June, 2016.

2.2 That consideration be given to future plans as detailed in the report.

3.0 Background

3.1 Equalities legislation and good practice require public bodies to publish annual equalities reports. The report should summarise equalities progress during the last year.

4.0 Equality and diversity annual report

- 4.1 The draft Annual Equality and Diversity Annual Report is attached at appendix 1. It covers improvements and achievements over the last year and highlights future plans.
- 4.2 The Council is required to publish this report and widely circulate it. Once approved by Cabinet. It will be placed on the Council's web-site and circulated with a Links mail out (which is sent to 900 organisations and individuals).

5.0 Risk management

- 5.1 This work concerns the implementation of statutory and good practice performance requirements. All relevant documents and reports have to be published and available for public scrutiny.

6.0 Equalities considerations

- 6.1 The draft Equality and Diversity Annual Report includes a summary of equality impact assessments undertaken during 2015/16 along with progress on Equalities issues during the year.

7.0 Recommendations

- 7.1 That the draft Equality and Diversity Annual Report be supported prior to submission of the final report to Cabinet on 14 June, 2016.
- 7.2 That consideration be given to future plans as detailed in the report.

8.0 Reason for recommendation

- 8.1 To improve knowledge and understanding of equality and diversity issues and implement legislative and good practice requirements.