

**REPORT TO: POLICY & RESOURCES COMMITTEE, 24<sup>TH</sup> JUNE 2008**

**SUBJECT: EQUALITIES ANNUAL REPORTS**

**BY: CHIEF EXECUTIVE**

**1. REASON FOR REPORT**

- 1.1 The Policy & Resources Committee is asked to review and approve publication of the annual reports for Race Equality Workforce Monitoring and Gender Equality Progress.
- 1.2 This report is submitted to Committee in terms of Section of the Council's Scheme of Administration relating to formulating, supervising the implementation of and review as necessary the policies and practices of the Council in relation to its arrangements for promoting, fostering and maintaining equal opportunities.

**2. RECOMMENDATION**

- 2.1 The Policy & Resources Committee is asked to review and approve publication of the annual reports for Race Equality Workforce Monitoring and Gender Equality Progress.**

**3. BACKGROUND**

- 3.1 The equalities legislation places requirements on the Council to publish annual reports relating to the separate equalities strands. The Council must publish annually the Race Equality Workforce Monitoring Report and the Gender Equality Report which are now both due.
- 3.2 The Council must monitor the existing workforce and prospective employees by racial group. We are then required to publish a Race Equality Workforce Monitoring report to ensure that the Council is applying the principles of racial equality to employees and prospective employees.
- 3.3 Personnel Services are carrying out a verification of employee data exercise at the moment to update information held about the current workforce. This data will be included in the report in September once completed. It should be noted however that filling in equality monitoring forms is completely voluntary.
- 3.4 The Gender Equality report needs to be published to state exactly what action has been taken and what progress has been made against the Gender Equality Scheme action plan.
- 3.5 The Policy & Resources Committee are asked to review the Race Equality Workforce Monitoring Report (**Appendix 1**) and the Gender Equality Report (**Appendix 2**).
- 3.6 These reports will be made available to the public by publishing them on the Council internet.

**4. SUMMARY OF IMPLICATIONS**

**(a) Corporate Development Plan/Community Plan/Service Improvement Plan**

The Council has made a commitment to develop a culture, which encourages both equal opportunities and the observance of equal opportunities. It will also seek to improve access to services by all sectors of the community.

**(b) Policy and Legal**

The Council has a legal duty to publish these reports annually. The risk of not meeting our duties is prosecution for non-compliance.

**(c) Resources (Financial, Risks, Staffing and Property)**

There are no additional resources arising from this report.

**(d) Consultations**

There have been no specific consultations on this report.

**5. CONCLUSION**

- 5.1** The Policy & Resources Committee is asked to comment on the annual reports for Race Equality Workforce Monitoring and Gender Equality progress report prior to publication.

Author of Report: Fiona Simpson, Equal Opportunities Officer

Background Papers:

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