



Cabinet 20 July 2011

Report of the Overview and Scrutiny Committee: Revised Equality Scheme 2011-2014 and Action Plan 2011/2012 (Aug11/08)

1. The Overview and Scrutiny Committee has responsibility for overseeing the work of the Diversity Group, which exists to progress the Council's diversity and equality agenda. The Group has focussed recently on the development of the Revised Equality Scheme 2011-2014, and the implementation of the Equality Action Plan, which it has now updated for 2011/2012.
2. The Council first published an Equality Scheme in 2008, and this has now been revised following the introduction of the Equality Act 2010. The revisions have been considered by the Diversity Group, based on guidance produced by the Equality and Human Rights Commission.
3. The Committee discussed the revised Equality Scheme and made three suggestions for minor amendment:-
 - (a) Section 1: it was suggested that there should be a mention of working with Suffolk County Council;
 - (b) Section 3: it was suggested that Town and Parish Councils and Suffolk County Council should be added to the list of key partnerships; and
 - (c) Appendix 1: the definition of 'religion or belief' should be amended to delete the words '*lack of belief (e.g.)*', including the closed bracket after the word '*Atheism*', so that the sentence reads '*... and philosophical beliefs including Atheism....*'
4. The Committee **recommends: that the revised Equality Scheme 2011-2014 and Action Plan 2011/2012, as set out in Report C50 and amended by the Committee as detailed below, be approved:-**
 - (a) **Section 1: include reference to working with Suffolk County Council;**
 - (b) **Section 3: include reference to Town/Parish Councils and Suffolk County Council in the list of key partnerships; and**

- (c) **Appendix 1: the definition of 'religion or belief' be amended to delete the words '*lack of belief (e.g.)*', including the closed bracket after the word '*Atheism*', so that the sentence reads '*.... and philosophical beliefs including Atheism....*'**

Contacts:

David Nettleton, Chairman of the Overview and Scrutiny Committee, (01284-702212)

Ian Houlder, Vice Chairman of the Overview and Scrutiny Committee, (01284-810074)

Adriana Stapleton, Scrutiny Manager, (01284-757613)

W:\Democratic WP Services\Committee\Reports\Cabinet\2011\11.07.20\C62 Report of the Overview and Scrutiny Committee 6 July 2011 - Revised Equality Scheme and Action Plan.doc