
**EXCERPT FROM THE MINUTES OF THE
COMMUNITY
OVERVIEW AND SCRUTINY COMMITTEE
HELD ON 4 APRIL 2002**

COS.63/02 IMPLEMENTING AN EQUAL OPPORTUNITIES POLICY

The Director of Housing submitted report H.25/02 setting out a draft Equal Opportunities Policy for the Authority. The report also contained a proposed Race Equality Scheme which, under statute, the City Council must publish by 31 May 2002.

Members noted the statutory requirement for a Race Equality Scheme to be in place by 31 May 2002 and expressed concern that a draft Equal Opportunities Policy was being presented in the same report, rather than being the subject of a separate report.

The Director of Housing indicated that the Equal Opportunity Policy was a working document at this stage. An Officer Equalities Working Group had been set up to develop the Policy through the various levels set under the Equality Standard for Local Government.

Members went on to consider the Equal Opportunities Policy and Race Equality Scheme in detail, making the following comments:-

Equal Opportunities Policy

- (a) Page 10 – paragraph 1.2 – remove all references to particular groups.
- (b) Page 13 – paragraph 3.1 – in the third line replace “Director of Housing” with “nominated Chief Officer”.
- (c) Page 15 – first paragraph – insert “taking into account” before “various” in the third line.
- (d) Page 15 – first bullet point – consideration should be given to deleting this paragraph and references to McPherson in the report.
- (e) Page 15 – fourth bullet point – in the penultimate line add “all” before “different”.
- (f) Page 15 – fifth bullet point – in the second line delete “various racial” and insert “all”.

Race Equality Scheme

(a) Page 23 – fourth bullet point – replace this paragraph with “Ensuring that when third party contractors are employed or associations are affiliated to the Council, that they have Equalities policies in operation that are relevant and appropriate to their size, the complexity of their business and the duties they perform for the Council”.

(b) Page 24 – paragraph 3.1 – in the last line replace “minority” with “all”.

RESOLVED – (1) That the comments on the Equal Opportunities Policy and the Race Equality Scheme be referred to the Executive for consideration.

(2) That it be a recommendation to the Executive that, subject to the Equal Opportunities Policy being approved, the Equality Working Group report directly to the Community Overview and Scrutiny Committee on a regular basis over the phased implementation of the Equal Opportunities Policy, ensuring a semi-independent and transparent self assessment process is established.