
NORTH AYRSHIRE COUNCIL

7 November 2018

North Ayrshire Council

Title: **Corporate Equality Group**

Purpose: To seek Elected Member representation on the Council's Corporate Equality Group

Recommendation: That Council agree to (a) nominate three Elected Members to serve on the Corporate Equality group and (b) appoint a Chair of the Group from amongst those Members.

1. Executive Summary

- 1.1 To support the implementation of the Equality Act 2010 and the subsequent Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, the Corporate Equality Group was set up to ensure the Council was meeting its statutory responsibilities
- 1.2 The main remit of the Corporate Equality Group is to 'direct, support and review the Council's arrangements for promoting equality, tackling discrimination and fostering good relations'. The key roles of the Group are as detailed in its Terms of Reference in Appendix 1.
- 1.3 The Corporate Equality Group has representation from each directorate and is seeking Elected Member representation to chair and oversee the work of the group, as well as contribute to the ongoing development of the Council's approach towards equalities.

2. Background

- 2.1 Following the introduction of the Equality Act 2010, the Corporate Equality Group was set up to oversee the implementation of the relevant actions required to ensure the Council was meeting its obligations under the Act.
- 2.2 The group meets on a quarterly basis and is currently chaired by the Equality and Health Policy Officer.
- 2.3 The main themes considered by the group include mainstreaming equality across the council, equality outcomes and actions, equality work carried out by Council services, Equality Impact Assessment process and training and awareness programmes.

- 2.4 The Corporate Equality Group are seeking Elected Member representation on the group. Responsibilities would include an Elected Member chair(s) for the group and providing feedback to the work of the group and providing support where necessary to support the group to carry out its functions.

3. Proposals

- 3.1 It is recommended that Council seek nominations for three Elected Members to serve on the Corporate Equality Group, and appoint a Chair of the Group from amongst those Members.

4. Implications

Financial:	There are no financial implications.
Human Resources:	There are no direct Human Resource Implications
Legal:	There could be potential legal implications if the Council fails to implement its duties under the Equality Act.
Equality: Children and Young People:	There will be benefits for employees and service users through the effective implementation of the Council's duties under the Equality Act.
Environmental & Sustainability:	There are no Environmental and Sustainability issues.
Key Priorities:	An effective approach to equalities will help tackle inequality and support all of the Council's priorities, including Supporting all our people to stay safe, healthy and active.
Community Benefits:	There are no Community Benefit Implications

5. Consultation

- 5.1 There were no consultations arising from this report.



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Craig Hatton
Chief Executive

For further information please contact **Andrew Hale, Equality and Health Policy Officer** on **01294 324148.**

Background Papers

None

Remit for Corporate Equality Group

The remit of the Corporate Equality Group is to: -

1. Direct, support and review the Council's arrangements for promoting equality, tackling discrimination and fostering good relations;
2. Continue to respond to the requirements of the Equality Act (and the public sector equality duty), including the development of evidence-based equality outcomes and actions;
3. Receive reports from each Directorate on their equality activities;
4. Oversee the implementation and monitoring of the Equality Action Plan, including the shared actions with the Ayrshire Equality Partnership
5. Produce and publish an Equality Mainstreaming Report and Equality Outcomes report on an annual basis and submit to the Audit and Scrutiny Committee.
6. Review the collection and analysis of equality monitoring information and other data gathered on achieving the Council's equality outcomes;
7. Publish Mainstreaming and Equality Outcome information on the Council's main website
8. Agree and monitor the Council's programme of equality impact assessments;
9. Receive reports on community engagement and consultation with equality groups;
10. Advise on equality training and awareness-raising programmes;
11. Receive updates on equality based work from internal and external sources to the Council.
12. Produce an annual cultural and diversity calendar.
13. Benchmark our activities against other Local Authorities and Public Sector Organisations.
14. Arrange guest speakers to update and inform the group on key equality issues throughout the year.
15. Senior Officers to take responsibility to drive forward the Equality agenda within their Directorate/Service.