

## **GENDER EQUALITY SCHEME**

**EXECUTIVE MEMBER:** Cllr Geoff Blackwell

**LEAD OFFICER:** Martin Jepson

**REPORT AUTHOR:** Martin Jepson

<b>Summary and Recommendation:</b>	That the Council approves the Gender Equality Scheme and Action Plan attached to this report and that they be incorporated into the Council's Equalities Action Plan.
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### **1. INTRODUCTION**

- 1.1 The Council first adopted its Equalities Policy in February 2006. That Policy included a Race Equality Scheme, a statutory requirement at that time. In December 2006, the Council adopted a Disability Equality Scheme, a statutory requirement with effect from that month.
- 1.2 With effect from April 2007, it is a statutory requirement that Councils should adopt a Gender Equality Scheme.

### **2. ARGUMENT AND RECOMMENDATION**

- 2.1 It is recommended that Council adopt as a Gender Equality Scheme the document attached as Appendix A to this report and approve the accompanying Action Plan. It is also recommended that for ease of reference the Gender Equality Scheme and Action Plan be incorporated within the Council's current Equalities Policy and Action Plan.
  - 2.2 The Council's current Equalities Policy has been placed in the Members Room. Alternatively, the Policy can be viewed on the Council's website at "Your Council – Equality and Diversity – Equalities Policy".
  - 2.3 It is anticipated that over the next 12 months a series of general Equality Impact Assessments will be carried out over all the sections of the Council and that they will produce some more specific actions as a result of those Impact Assessments. The Action Plan will therefore be reviewed in the light of those Assessments. Nevertheless, for the purpose of the statutory requirement to adopt a Gender Equality Scheme the document attached is statutory compliant.
- 3.

<b>Financial and Human Resources implications</b>	There are no additional resources implications following on from this report
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4.

<b>Project &amp; Risk Management:</b>	Not directly applicable
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<b>Impact on Corporate Plan</b>	There is a commitment in the Corporate Plan to improving the Council's rating under Equality Standard in Local Government. Completion of a Gender Equality Scheme is a necessary pre-requirement.
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### **CHECKLIST FOR DEALING WITH KEY ISSUES**

Please confirm by way of a tick on the box against the issue if the following key issues have been addressed.

Impact on Crime and Disorder	Not directly applicable
Impact on Sustainability	Not directly applicable
Impact on Rural Proofing	Not directly applicable
Health and Safety Implications	Not directly applicable
Impact on Equality and Diversity Issues	Report addresses these issues
Children and Young Persons Implications	Report addresses these issues
Human Rights Act Implications	Report addresses these issues

Please say if this report will require the making of a Key Decision

**N/A**

### **List of Appendices**

Appendix A – Draft Gender Equality Scheme and Action Plan.

**List of Background Documents:** None.

**List of Consultees:** Corporate Team and Equality and Diversity Project Group,  
Cllr G Blackwell