
Meeting	Business Management Scrutiny Committee
Date	18 November 2013
Subject	Draft Equalities Policy and ‘Communities Together’ Action Plan
Report of	Leader of the Council
Summary	This report contains the Barnet Council’s Draft Equalities Policy and ‘Communities Together Action Plan’ report that was considered by Cabinet on 24 September 2013. There is a public consultation on the draft policy running until 2 December 2013 and to make appropriate comments and/or recommendations.

Officer Contributors	Kate Kennally (Director for People) Stephen Evans (Assistant Director for Strategy), Lesley Holland (Commissioning and Policy Officer).
Status (public or exempt)	Public
Wards Affected	All
Enclosures	Appendix 1: Draft Equalities Policy and ‘Communities Together’ Action Plan Appendix 2: Published Draft Equalities Policy
For decisions by	Business Management Overview and Scrutiny Committee
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1. RECOMMENDATIONS

- 1.1 That the Business Management Overview and Scrutiny Committee consider Barnet Council's draft Equalities Policy and 'Communities Together' Action Plan (Appendix 1) which was presented to Cabinet on 24 September 2013 and make comments and/ or recommendations to the Leader of the Council and lead officers as part of the public consultation on the proposals that closes on 2 December 2013.**

2. RELEVANT PREVIOUS DECISIONS

- 2.1 At the meeting on 24 September 2013, Cabinet noted the content of the council's draft Equalities Policy and 'Communities Together' Action Plan and agreed:
- To launch a public consultation on the draft Equalities Policy for a period of 8 weeks, (the consultation will close on 2 December).
 - That the Leader of the Council will sign off the final version of the Equalities Policy by way of DPR following the conclusion of the consultation and any subsequent amendments made; and
 - To the approach for promoting community cohesion and monitoring community tensions as part of the 'Communities Together' Plan.
- 2.2 At the meeting on 24 June 2013, Cabinet Resources Committee approved the measures that will be tracked to monitor performance against the council's Strategic Equality Objective, as set out in the Corporate Plan. This was part of item 7: Final Outturn and Performance Report.
- 2.3 At the meeting on 16 October 2006, Cabinet approved Barnet's Race Equality Scheme 2006/07 and Barnet's Disability Equality Scheme (Decision item 6).

3. CORPORATE PRIORITIES AND POLICY CONSIDERATIONS

- 3.1 Corporate priorities and policy considerations which relate to the Draft Equalities Policy and Communities Together Action Plan are set out in the report attached at Appendix 1
- 3.2 The Overview and Scrutiny Committees, Panels and Task and Finish Groups must ensure that the work of Scrutiny is reflective of the Council's priorities.
- 3.3 The council's strategic priorities, as set out in the Corporate Plan, are:
- To promoting responsible growth, development and success across the borough.
 - To support families and individuals that need it – promoting independence, learning and wellbeing; and
 - To improve the satisfaction of residents and businesses with the London Borough of Barnet as a place to live, work and study.
- 3.4 The Corporate Plan 2013– 2016 sets out the council's Strategic Equalities Objective– the commitment that citizens will be treated equally, with

understanding and respect; have equal opportunity with other citizens; and receive quality service provided to Best Value principles. These objectives are taken from the Council's Constitution. The council's existing Equalities Policy, was published in 2010 and available on http://www.barnet.gov.uk/info/200041/equality_and_diversity/224/equality_and_diversity

4. RISK MANAGEMENT ISSUES

- 4.1 Relevant risk management issues which relate to the Equalities Policy and Communities Together Action Plan are set out in the report attached at Appendix 1.

5. EQUALITIES AND DIVERSITY ISSUES

- 5.1 Relevant equalities and diversity issues which relate to the Equalities Policy and Communities Together Action Plan are set out in the report attached at Appendix 1.

- 5.2 In addition to the Terms of Reference of the Committee, and in so far as relating to matters within its remit, the responsibility of the Committee is to perform the Overview and Scrutiny role in relation to:

- The Council's leadership role with respect to diversity and inclusiveness; and
- The fulfilment of the Council's duties as employer including recruitment and retention, personnel, pensions and payroll services, staff development, equalities and health and safety.

6. USE OF RESOURCES IMPLICATIONS (Finance, Procurement, Performance & Value for Money, Staffing, IT, Property, Sustainability)

- 6.1 Relevant use of resources and implications (Staffing, Performance and Procurement) which relate to the Equalities Policy and Communities Together Action Plan are set out in the report attached at Appendix 1.

7. LEGAL ISSUES

- 7.1 Relevant legal issues which relate to the Equalities Policy and Communities Together Action Plan are set out in the report attached at Appendix 1.

8. CONSTITUTIONAL POWERS (Relevant section from the Constitution, Key/Non-Key Decision)

- 8.1 Relevant constitutional powers which relate to the Equalities Policy and Communities Together Action Plan are set out in the report attached at Appendix 1.

- 8.2 The scope of the Overview & Scrutiny Committees is contained within Part 2, Article 6 of the Council's Constitution.

8.3 The Terms of Reference of the Overview & Scrutiny Committees are set out in the Overview and Scrutiny Procedure Rules (Part 4 of the Constitution).

8.4 Item 8 of Business Management Overview & Scrutiny Committee Terms of Reference states that its role is:

“To have responsibility for the review of the policy framework and development of policy and strategy not within the remit of other overview and scrutiny committees”

9. BACKGROUND INFORMATION

9.1 The Business Management Overview and Scrutiny Committee are requested to consider the draft Equalities Policy as part of the consultation process which will run until 2 December 2013 and the ‘Communities Together’ Action Plan. Comments and/or recommendations made by the Committee on the draft Equalities Policy and the ‘Communities Together’ Action Plan will be referred to the responsible Cabinet Members (the Leader of the Council and the Cabinet Member for Resident Safety & Engagement) who will consider the representations made and accept or reject these accordingly. Comments and/or recommendations which are accepted by the respective responsible Cabinet Members are expected to feed into the final Equalities Policy and be reflected in the ‘Communities Together’ Action Plan.

10. LIST OF BACKGROUND PAPERS

10.1 None

Cleared by Finance	JH/AD
Cleared by Legal	SW