

## RECOMMENDATION TO COUNCIL-2

FROM THE EXECUTIVE 19 DECEMBER 2011

### 368 SINGLE EQUALITY SCHEME 2011-2014

The Council has been working to a number of separate equality and diversity policies since 2005. These were developed and implemented as required in line with previous equality legislation and were the Corporate Equality Policy incorporating the Race Equality Scheme, Disability Equality Scheme and the Gender Equality Scheme.

With the introduction in October 2010 of the Equality Act 2010 and the public sector equality duty which came into force on the 5<sup>th</sup> April 2011, the previous equality and diversity schemes that the council had adopted needed to be reviewed and refreshed to bring them into line with the new legislative requirements.

**RECOMMENDED that the Partnership Single Equality Scheme as shown at Appendix A be adopted.**

#### Summary of Reasons

Prior to the Equality Act 2010 equalities there were different strands of equalities legislation and the Council maintained several different equality and diversity policies. The 2010 Act brings the different strands of equalities legislation together under one Act and introduces a public sector equality duty. It was necessary to review and refresh existing policies and bring them into line with the new legislative requirements.

The Council is part of the Leicestershire Districts Equality and Diversity Partnership and the Partnership Single Equality Scheme has been developed for adoption by all partner authorities.