

EQUALITIES PANEL MEETING
8th November 2004, Committee Room 2, The Guildhall

1. PANEL MEMBERSHIP

1.1 CHAIR

Since the last meeting of the Equalities Panel on 5th April 2004, and following up from point 4 of the minutes of the meeting, discussions have taken place concerning how the Panel has functioned during its first year of operation.

As a result, it is recommended that the Equalities Panel adopt an Independent Chair whose role will be to facilitate meetings so as to enable all Panel members to participate fully and equally in Panel business.

Andy Yacoub, Diversity Manager at Suffolk County Council, has been approached and agreed to take on the role of Independent Chair for the Panel to end March 2006, with a review of the role to take place by end 2005.

Unfortunately due to prior commitments Andy is unavailable on the 8th November and therefore Graham Watts, Director of City Services and Equalities Champion for the Council, has offered to chair this meeting in the interim.

1.2 PUBLIC REPRESENTATIVE

Following the resignation of Serena Olsaretti in early 2004, **Phil Vasili** was appointed Public Representative in April 2004 for two years.

1.3 MANAGEMENT REPRESENTATIVE

The Panel is required to have four staff representatives, two of whom must be Management Representatives. The original terms of references specified that the Head of Human Resources should be a Panel Member, however this places the Head of Human Resources in the difficult position of both presenting reports to the Panel and, at the same time, being a member of the panel. It is, therefore, recommended that the Head of Human Resources be an Officer of the Panel, and that the remaining Management Representative role be taken over by **Graham Watts**, Cambridge City Council's Equalities Champion and Director of City Services.

1.4 STAFF REPRESENTATIVE

Heather Williams left the Council's employ on 30th September 2004 and therefore there was a vacancy for a Staff Representative. Following an open recruitment process, Bridget Keady has been selected to be Staff Representative for two years commencing 8th November 2004.

1.5 ELECTED MEMBERS

Following the June local elections, there are two new Elected Members on the Panel: Councillors Tim Ward (LibDem) and Louise Downham (Labour) replace Councillors Schofield and Stuart.

The Panel is asked to endorse these changes to the Panel Membership.