

# EQUALITIES PANEL



## AGENDA

**To: Chair:** Antoinette Jackson

**Elected Members:** Councillors Abbott, Adey, O'Connell and Ratcliffe

**Public Members:** Graham Lewis, Orsola Spivack, Raheela Rehman, Susan Wan and Judith Margolis

**Staff Members:** Ari Henry, Karen Lee and Joe Obe

*Dispatched: Friday, 3 June 2016*

**Date:** Monday, 13 June 2016

**Time:** 4.00 pm

**Venue:** Sports Hall - The Meadows Community Centre - The Meadows Community Centre

**Contact:** Toni Birkin

**Direct Dial:** 01223 457013

### **1 Welcome, Introductions and Apologies**

Introduction and welcome to new panel members

### **2 Declarations of Interest**

### **3 Minutes of Previous Meeting and Matters Arising (Pages 5 - 10)**

### **4 Single Equalities Scheme Annual Update (Pages 11 - 40)**

The Single Equality Scheme 2015-2018 sets out five objectives and a series of actions that the Council will take to address equalities issues. David Kidston, Strategy and Partnerships Manager, will present a report on progress in delivering the scheme during 2015/16. The purpose of this item

is to provide an opportunity for the Panel to:

- Review key achievements and learning during 2015/16
- Provide advice on proposed actions for 2016/17

## **5 Equality in Employment Report (Pages 41 - 74)**

The Council produces an annual report on equality and diversity in the Council's workforce. The report provides details of key trends in the workforce, including profile, recruitment, and training. In order to meet the requirements of the Equality Act 2010, the report includes data on the following protected characteristics: ethnicity, disability, gender, age, religion or belief, and sexual orientation. Deborah Simpson, Head of Human Resources, will highlight the key points in the report and answer any questions from the Panel regarding the information in the report.

## **6 Equality and Diversity Partnership**

Jane Wilson, Culture and Community Manager, will present proposals for a Cambridge-wide Equality and Diversity Partnership. This will include an overview of the aims and objectives of the proposed Partnership, and a summary of recent consultation feedback from voluntary and community groups. The Panel is asked to provide advice on the proposals.

## **7 Equalities Panel programme for 2015/16 (Pages 75 - 76)**

The purpose of this item is to provide an opportunity for Panel members to identify aspects of the Council's work or equalities issues in the city which they would like to focus on at subsequent meetings.

## Information for the Public

### **Public Participation**

Some meetings may have parts that will be closed to the public, but the reasons for excluding the press and public will be given.

Most meetings have an opportunity for members of the public to ask questions or make statements.

To ask a question or make a statement please notify the Committee Manager (details listed on the front of the agenda) prior to the deadline.

- For questions and/or statements regarding items on the published agenda, the deadline is the start of the meeting.
- For questions and/or statements regarding items NOT on the published agenda, the deadline is 10 a.m. the day before the meeting.

Speaking on Planning or Licensing Applications is subject to other rules. Guidance for speaking on these issues can be obtained from Democratic Services on 01223 457013 or [democratic.services@cambridge.gov.uk](mailto:democratic.services@cambridge.gov.uk).

Further information about speaking at a City Council meeting can be found at;

<https://www.cambridge.gov.uk/speaking-at-committee-meetings>

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