



Cambridge City Council

EQUALITIES PANEL

To: Attendees:

Chair: Antoinette Jackson

Public Members: Graham Lewis, Nicky Wrigley, Norah Al-Ani and Bintou Niangane

Staff Members: Jackie Hanson, Ari Henry, Karen Hobbs and Joe Godwin

Elected Members: Councillor Abbott, Councillor Bick, Councillor Brown and Councillor Bird

Officers: Liz Bisset, Ian Ross, Jonathan James, Deborah Simpson, Paul Williams and Chris Williams

Despatched: Friday, 8 June 2012

Date: Monday, 18 June 2012

Time: 4.00 pm

Venue: Brown's Field 31a Green End Road, Cambridge CB4 1RU.

Contact: Toni Birkin

Direct Dial: 01223 457086

AGENDA

1 WELCOME, INTRODUCTIONS AND APOLOGIES

Attendance and apologies

2 DECLARATIONS OF INTEREST

3 MINUTES OF PREVIOUS MEETING AND MATTERS ARISING
(Pages 1 - 6)

To agree the minutes of the meeting held on 21 November 2011.

4 REVIEW OF TERMS OF REFERENCE *(Pages 7 - 8)*

To note terms of reference.

5 CUSTOMER ACCESS STRATEGY *(Pages 9 - 28)*

To consider and comment on the equalities implications of the draft strategy.

**6 POLICY UPDATE:
THE PUBLIC SECTOR EQUALITY DUTY ONE YEAR ON**

To update the Panel on the direction of Government equalities policy and the implementation of the Equality Duty.

**7 EQUALITY IMPACT ASSESSMENTS: OLYMPIC TORCH RELAY AND
LEISURE MANAGEMENT CONTRACT** *(Pages 29 - 56)*

To provide quality assurance of the City Council's Equality Impact Assessments by asking the Panel to assess two examples.

**8 EQUALITY IN EMPLOYMENT – END OF YEAR UPDATE WORKFORCE
REPORT, APRIL 2011 - MARCH 2012** *(Pages 57 - 84)*

To update the Panel on the City Council's workforce profile and to consider the steps being taken to ensure that the workforce is representative of the local population.

9 FUTURE WORK PROGRAMME OF EQUALITIES PANEL

- High Contact Families (tbc)
- Census results (tbc)
- Mental Health / Learning Disabilities / LGBT (tbc)

Information for the public

Public attendance

You are welcome to attend this meeting as an observer, although it will be necessary to ask you to leave the room during the discussion of matters which are described as confidential.

Public Speaking

You can ask questions on an issue included on either agenda above, or on an issue which is within this committee's powers. Questions can only be asked during the slot on the agenda for this at the beginning of the meeting, not later on when an issue is under discussion by the committee.

If you wish to ask a question related to an agenda item contact the committee officer (listed above under 'contact') **before the meeting starts**. If you wish to ask a question on a matter not included on this agenda, please contact the committee officer by 10.00am the working day before the meeting. Further details concerning the right to speak at committee can be obtained from the committee section.

Filming, recording and photography at council meetings is allowed subject to certain restrictions and prior agreement from the chair of the meeting.

Requests to film, record or photograph, whether from a media organisation or a member of the public, must be made to the democratic services manager at least three working days before the meeting.

Fire Alarm

In the event of the fire alarm sounding (which is a continuous ringing sound), you should pick up your possessions and leave the building by the route you came in. Once clear of the building, you should assemble on the pavement opposite the main entrance to the Guildhall and await further instructions. If your escape route or the assembly area is unsafe, you will be directed to safe areas by a member of Cambridge City Council staff.