

Equalities Panel

Terms Of Reference

- To monitor the Council's progress against the implementation of the Council's Race Equality Scheme
- To monitor relevant national and local performance indicators and the Council's progress against the Equality Standard for Local Government
- To monitor the Council's progress against the implementation of present and future equalities legislation
- To evaluate the equalities implications for the Council of the results of Council consultation
- To evaluate the work the Council is undertaking to help communities directly affected by equalities issues become more fully engaged in the work of the Council

Principles and Objectives

The Panel will support Council-led initiatives that:

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| <ul style="list-style-type: none">• Play a leading role in the promotion of equalities and diversity.• Celebrate the diversity of lifestyles, faiths and cultures of the local population.• Respect and value differences.• Challenge and aim to eradicate discrimination.• Encourage the identification and sharing of good practice.• Establish networks and joint/partnership working internally and externally.• Develop and | <p>Focus on the equality target groups:</p> <ul style="list-style-type: none">• Black and Minority Ethnic communities, including Gypsies/Travellers, refugees and asylum seekers.• Women and transgendered people.• Disabled people.• Lesbian, gay and bisexual people.• Older people.• Children and young people.• Faith or belief groups. |
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implement positive
action to achieve
cultural change.

- Improve workforce representation in recruitment, training and promotion.
- Promote positive relations and tolerance in the workplace and community.

Relationship to the Council

The Panel is an independent body that supports the Council's decision-making process. The role of the Panel is to have balanced discussion around the Council's equalities progress and assist with forward planning. While not a 'committee' as such the Panel reports annually to the Strategy & Resources Committee.