



TERMS OF REFERENCE

- a) To monitor the Council's progress against the implementation of the Council's Race Equality Scheme**
- b) To monitor relevant national and local performance indicators and the Council's progress against the Equality Standard for Local Government**
- c) To monitor the Council's progress against the implementation of present and future equalities legislation**
- d) To evaluate the equalities implications for the Council of the results of Council consultation**
- e) 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:

- * 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 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**

Focus on the equality target groups:

- * 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**