

7.1 Equalities Panel

Appointed by:	Strategy & Resources Scrutiny Committee
Terms of Reference:	
<p>Terms Of Reference</p> <ul style="list-style-type: none"> • 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 <p>Principles and Objectives</p> <p>The Panel will support Council-led initiatives that:</p> <div> <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 implement positive action to achieve cultural change. • Improve workforce representation in recruitment, training and promotion. • Promote positive relations <div> <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. </div> </div>	

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.