

## TERMS OF REFERENCE

- a) To monitor the Council's progress against the implementation of the Council's Single Equality Scheme
- b) To monitor any relevant performance indicators and the Council's progress against the Equality Framework for Local Government (EFLG)
- c) To review and quality assure a selection of Equality Impact Assessments (EqlAs) of the Council's projects, policies and plans
- d) To monitor the Council's progress against the implementation of present and future equalities legislation
- e) To evaluate the equalities implications for the Council of the results of Council consultation
- f) To help communities directly affected by equalities issues become more fully engaged in the work of the Council through, for example, participation in Diversity Forum events.

## 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
- ★ Low income groups

and the protected characteristics of:

- ★ Marriage and civil partnership
- ★ Pregnancy and maternity