



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 national and local performance indicators and the Council's progress against the Equality Framework for Local Government (EFLG)
- 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 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