

Appendix C

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
- To review and quality assure a selection of Equality Impact Assessments (EqIAs) of the Council's projects, policies and plans

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:
 - o Black and Minority Ethnic communities, including Gypsies/Travellers,

refugees and asylum seekers.

o Women and transgendered people.

o Disabled people.

o Lesbian, gay and bisexual people.

o Older people.

o Children and young people.

o Faith or belief groups.

o Marriage and civil partnership.

o Pregnancy and maternity.

o Low income groups.