

NORTH LINCOLNSHIRE COUNCIL

CABINET

CORPORATE DIVERSITY PLAN

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To present Cabinet with the final draft of the Corporate Diversity Plan (CDP) 2010-2013

2. BACKGROUND INFORMATION

- 2.1 The council has a statutory duty to promote equality, the CDP 2010-2013 is the primarily document identifying how the council is doing / will do this.
- 2.2 The CDP 2010-2013 has been written to align with area priorities and the council's strategic and transformational priorities. The CDP replaces the existing plan and diversity schemes and synchronises action across all diversity strands in one document.
- 2.3 The plan details action under a framework of eight identified priorities:
1. Transformation
 2. Reducing education inequalities
 3. Improving independence
 4. Reducing unemployment
 5. Reducing crime – improving community cohesion
 6. Reducing deprivation
 7. Improving health
 8. Improving engagement and satisfaction

3. OPTIONS FOR CONSIDERATION

- 3.1 There are no options associated with this paper. The CDP has been developed in consultation with stakeholders to address local need and meet statutory requirements. A copy of the plan has been deposited in the political group offices and is available on request.

4. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)

- 4.1 Resources have / will be met from existing budgets

4.2 The plan will be implemented using existing staffing

5. OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION 17-CRIME AND DISORDER, RISK AND OTHER)

5.1 The format and focus of the new Diversity Plan has been developed to be compatible with the requirements of the Equality Act 2010.

5.2 An integrated impact assessment screening and a full diversity impact assessment has been undertaken in the development of the Corporate Diversity Plan no adverse impacts have been identified

6. OUTCOMES OF CONSULTATION

6.1 The Corporate Diversity Plan has been developed involving the Diversity Steering Group and Diversity Staff Advisory Forum who support the new priorities framework.

6.2 Wider consultation has taken place with voluntary and community groups other organisations/ networks The draft documents have been regularly updated and shared on the website for consultation.

7. RECOMMENDATIONS

It is recommended that Cabinet Members:

7.1 Approve the Corporate Diversity Plan 2010-2013

7.2 Receive further reports on implementation / monitoring of the Plan

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Background Papers used in the preparation of this report - Nil