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Equality and Diversity Partnership

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**1. SUMMARY**

- 1.1** The Equality and Human Rights Commission (EHRC) Strategy and Programme of Action 2009-2012 outlines a number of recommendations that community planning partners must consider in terms of their individual and partnership responsibilities.

**2. RECOMMENDATIONS**

- 2.1** That a strategic Equality and Diversity Partnership be formed to take forward the EHRC recommendations under the banner of Community Planning.

**3. BACKGROUND**

- 3.1** Ross Micklem, Director of the EHRC Scotland, lead a discussion at a CPP Full Partnership meeting in November 2008. He summarised the Commission's role and current priorities and we updated him on our achievements in equalities work and current developments. Ross also gave an overview of the Public Sector Equality Duties, the Commission's role in supporting and enforcing them, and the relationship of the Duties with the Concordat and the Single Outcome Agreement.
- 3.2** Following that meeting we agreed to take these issues forward as a partnership and Raymond Park, chair of the CPP Management Committee, agreed to be CPP Champion for Equality and Diversity.
- 3.3** CPP partners have equality and diversity schemes in place, some have single schemes and some have developed multiple schemes for different equality groups.
- 3.4** There is currently a lack of coordination, sharing of expertise and experience is ad hoc and monitoring is patchy.
- 3.5** The CPP has been proactive in ensuring Equality Impact Assessments have been conducted. Both the Community Plan and the CPP Community Engagement Strategy have been impact assessed. Progress on the equality and diversity related actions in the Community

Engagement Strategy Action Plan have been slower than anticipated awaiting the implementation of the Community Learning and Regeneration Best Value Review. Once implemented resources will be in place to support actions at a local community planning level.

#### **4. AIM OF STRATEGIC PARTNERSHIP**

**4.1** The aim of a strategic Equality and Diversity Partnership would be –

- To ensure that changes are driven by the issues affecting people
- To provides equality and diversity input into the Community Planning process
- To work in partnership to ensure all partners policies and schemes are complementary, demonstrate good practice and are in line with current policy
- To co-ordinate planning and engagement activity with equalities groups
- To co-ordinate communications

#### **5. CONCLUSION**

**5.1** By taking a coordinated partnership approach we can demonstrate that we are committed to addressing equality and diversity issues both strategically and at a local level. This explicit commitment to consider equality and diversity at partner, corporate and service-specific level adheres to the principles of Best Value.

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