

Dundee City Council Equality and Diversity Newsletter

Issue 1

In June 2008, Harriet Harman, Leader of the House of Commons, announced a new Single Equality Bill to replace the existing equality legislation for race, disability and gender. The Act also extended legal protections to include people with the following protected characteristics race, sex, disability, sexual orientation, religion and belief, age, gender reassignment and pregnancy and maternity.

The Equality Act placed a duty on public bodies to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

For further details go to: <http://www.equalityhumanrights.com>

To prepare for the new Equality Act Dundee City Council undertook a root and branch review of how it delivers on equality and diversity in the City. The review made the following recommendations.

- **The establishment of Equality Core Group:** to advise, co-ordinate and report on equality good practice across Dundee City Council.
- **The establishment of an Equality Champions Implementation group:** to support Departmental Equality Champions in delivering continuous improvement in equality good practice across all council departments.
- **Dundee City Council develop a Single Equality Scheme:** to replace and build upon its existing 3 equality schemes for race, disability and gender.
- **Review the role of the existing Equality Action groups for Disability and Age, Race/Religion and Belief, Gender and Sexual Orientation:** their new role is to involve protected characteristics communities in the development and delivery of the Single Equality Scheme and to help Dundee City Council deliver services that meet the needs of all its communities.



In August 2009, Dundee City Council hosted the 'Discovering Equality in Dundee' event at the West Park Conference Centre. The event launched the council's commitment to a new Single Equality Scheme and to involve communities in setting the schemes equality priorities.

In January 2010 Dundee City Council's first Single Equality Scheme was published. Its 3 key commitments are to:

- Meet our equality statutory and regulatory duties for equality.
- Involve communities in the delivery of the Single Equality Scheme.
- Mainstreaming equalities across all Dundee City Council activities.



Full details of Dundee City Council's Single Equality Scheme and Action Plan plus minutes of all its Equality Groups can be found at: <http://www.dundee.gov.uk/equanddiv/>

For further information or advice on Equality and Diversity issues contact Scott Mands, Equality and Diversity Co-ordinator at scott.mands@dundee.gov.uk