

REPORT TO: OVERVIEW AND SCRUTINY PANEL

DATE:

Thursday 23rd February 2017
7:30pm in the Civic Centre Conference Room

REPORT TITLE:

Draft Equality and Diversity Annual Report 2016 – FOR CONSULTATION.

REPORT AUTHOR/S:

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PURPOSE OF REPORT:

The primary purpose of this report is provide an annual update and to provide an opportunity for members of the OSP to comment on the draft Equality and Diversity Annual Report.

1. EXECUTIVE SUMMARY

The Equality and Diversity Annual Report is taking on a different format for 2016 in comparison with previous years. Information from the comprehensive Departmental Strategic Plans (SDPs) is being used, particularly in respect of achievements, challenges and equality and diversity commitments which has been provided by Heads of Service through the Council.

The 2016 Annual Report sets out the achievements of the Council by departments, in terms of promoting Equality and Diversity for the benefit of Enfield residents. It also identifies the challenges facing the Council and the borough in the year ahead. There are specific Equality and Diversity commitments from each department, which will be monitored through the departmental Strategic Plans. The Annual Report also contains the usual annual update on the profile of Enfield's population and the make-up of the Council's workforce.

2. BACKGROUND

The deadline for publication of the Equality and Diversity Annual Report is 31st March 2017. Various sections are currently out for consultation/amendment with colleagues, namely Research, Statistics and Performance Management teams who will provide up to date figures in mid March. The deadline for other colleagues is close of play on Friday 10th February.

Each SDP has been signed off by Directors and the information is available to be published.

A meeting took place on 9th February 2017 between the Head of Corporate Policy and Performance and HHASC colleagues to discuss their SDP; it is envisaged the final HHASC SDP will be available at the end of February for inclusion in the Annual Report.

3. ISSUES AND CHALLENGES

None in direct respect of the report itself.

4. RECOMMENDATIONS

To invite the comments of OSP prior to the Annual report being finalised in mid March.

5. NEXT STEPS

Comments are welcomed to caroline.baker@enfield.gov.uk. Please note the 'final' report will not be available for comment until mid March and will be an abridged version of the full report. It is anticipated that some information will also be removed, updated and included in the 2017 Annual Report as the SDPs run to 2018.