

Corporate Equality Plan 2006/11: Annual Review 2007

Thanet District Council is committed to promoting equality, valuing diversity and preventing unfair treatment in Thanet. We want to ensure that the services we provide meet the needs of our diverse communities, promote community cohesion and ensure that unlawful discrimination and harassment does not take place.

In 2006 we produced our first Comprehensive Equality Policy, outlining our aims and commitments in detail, and a Corporate Equality Plan, which showed the action that will be taken across each service area over the next four years in order to make our Policy a reality.

In addition to our Race Equality Scheme and our first Disability Equality Scheme we have recently updated our Plan in line with new legislation to include our first Gender Equality Scheme.

You can download a copy of our plan and policy from our website at:
www.thanet.gov.uk/jobs_careers/equality_diversity.aspx
Alternatively, contact Joseph Dance,
PO Box 9, Cecil Street, Margate CT9 1XZ.
01843 577192 / joseph.dance@thanet.gov.uk

New Commitments

Gender Equality Duty

The Gender Equality Duty came into force in April 2007. All public authorities in England, Wales and Scotland must demonstrate they are promoting equality for men and women and that they are eliminating sexual discrimination and harassment.

Thanet District Council has revised its Comprehensive Equality Policy and Corporate Equality Plan in line with this legislation to include full recognition and compliance with the Equality Act 2006. This will enable us to fully implement and monitor gender equality in our services, policies, and employment.

Working to promote equality with our contractors

We are proud of the work we have done to promote equality within the Council and more widely in Thanet. However, we want to do more to ensure that those organisations which provide services on our behalf are aware of, and comply with current legislation.

To make sure this happens, we are contacting all contractors who do business with the council to ask them to register their compliance with current Equal Opportunities legislation. This process has only just started, and over the coming year our procurement team will continue to review our contractors commitment to promoting equality in access to services, and employment.

The Equality Standard for Local Government: our progress to date

The Equality Standard for Local Government is a framework used to assess how thoroughly councils and other local agencies have embedded equality into their daily work.

The Equality Standard has five levels, each of which require a local authority to satisfy certain criteria, which are divided into four themes: leadership and corporate commitment; community engagement and accountability; service delivery and customer care; and, employment and training.

In November 2006, Thanet District Council was assessed as having achieved level 2 of the Equality Standard. This achievement came four months ahead of schedule, and involved a considerable amount of work on the part of our staff, partners and residents.

Our aim now is to achieve level 3 of the Equality Standard by March 2009. To make this a reality the council needs to maintain progress against the following objectives:

- Setting 'ambitious, yet realistic' equality targets for all service areas, and maintaining a commitment to equalities at a corporate level;
- Developing and maintaining statistics and information on the local population, against which to review our equality targets;
- Making all service level and employment objectives and targets available for consultation and scrutiny;

- Setting employment equality targets for recruitment, staff retention, and developing work force profiles for race, gender, and disability;

This list is by no means exhaustive, but is indicative of the work we have ahead of us in meeting our goal. For more information on the changes and improvements we need to make in order to reach level 3, please see pages 28-31 of the Equality Standard for Local Government (revised May 2007). A copy of the Standard can be downloaded from the following link: <http://www.idea.gov.uk/idk/aio/6414524>

We want to get things right, if you would like to take part in this work in the future or have any suggestions on the way in which our work in this area could be improved or if you would like more information then please contact:

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If you would like a copy of this document in a different format such as Braille, audio or large print, or in another language, please call 01843 577165



Accredited Centre



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Summary

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