

STAFF AND PENSIONS COMMITTEE

13 November 2012

Reorganisation of the Equality & Diversity Team

Recommendation

That the Committee note the report.

1.0 Background

The Equality & Diversity and Interpretation & Translation service were identified within the scope of the first bundle for the Transformation through Strategic Commissioning reviews.

The timeline for the review was:

- Assessment stage - March 2012
- Options appraisal stage - July 2012
- Final Business case - October 2012

2.0 Reorganised Equality & Diversity Service

2.1 With effect from 1st November 2012, the Interpretation & Translation service will be incorporated within the Equality & Diversity Team and will provide an in-house interpreting service to deliver WCC's statutory responsibilities and translation services to both internal & external customers.

2.2 With effect from 1st April 2013, the reorganised Equality & Diversity Team will refocus the way it operates and will align itself to a Business partner model, creating an Equalities Advisory Service. The strategic accountability mechanisms will also be refocused to ensure the service is fit for purpose in ensuring the County Council is able to meet the requirements of the Public Sector Equality Duty and the Equality Framework for Local Government. The service will be provided by 4.66 whole time equivalents, a reduction of 2.5 whole time equivalents

3.0 Key initiatives for the short to medium term

- Implement the agreed option from the final Business Case

- Ensure WCC is able to meet its requirement under the Public Sector Equality Duty to publish equality information by 31st January 2013. Therefore, the timescale for the Workforce Equality & Diversity report has been realigned to meet this Duty.
- Continue work undertaken to promote equality of opportunity within WCC.
- Agree a framework for WCC to self-assess itself under the Equality Framework for Local Government.
- Continue to support the Transformation through Strategic Commissioning reviews.
- Support WCC to deliver Going for Growth strategy.
- Continue to support the Equality Impact Assessment processes to ensure WCC does not place itself in a position to be challenged on its decisions.

A further update will be provided in three months.

	Name	Contact Information
Report Author	Minakshee Patel	01926 412659
Head of Service	Sue Evans	01926 412314
Strategic Director	David Carter	01926 412564
Portfolio Holder	Cllr Mr Martin Heatley	cllrheatley@warwickshire.gov.uk