

**NEW FOREST NATIONAL PARK AUTHORITY**

**AUTHORITY MEETING – 13 SEPTEMBER 2007**

**EQUALITY AND DIVERSITY STRATEGY 2007 - 2010**

**Report by:** Cathie Turner Jones, Human Resources Manager

**Summary:**

This paper seeks approval for the Authority's draft Equality and Diversity Strategy 2007 – 2010 (**Annex 1**) following consideration and approval by the Resources and Performance Committee on 28 August 2007. It outlines the Authority's approach to equalities and diversity specifically in relation to the Disability Equality Duty, Gender Equality Duty and Race Relations.

**Recommendation:**

**To note the content of the Strategy and three year action plan and subject to the outcome of discussion approve the Strategy.**

**Resources:**

As set out in the three year action plan.

**Papers:**

- NFNPA 201/07:** Cover paper
- NFNPA 201/07:** Annex 1 Equality and Diversity Strategy 2007 - 2010
- NFNPA 201/07:** Annex A Index of Impact Assessments
- NFNPA 201/07:** Annex B Example Impact Assessment Form
- NFNPA 201/07:** Annex C Action Plan
- NFNPA 163/07:** Disability Equality Scheme 2007 - 2010

**Contact**

Cathie Turner-Jones

Tel: 01590 646644

Email: [cathie.turner-jones@newforestnpa.gov.uk](mailto:cathie.turner-jones@newforestnpa.gov.uk)



**NEW FOREST NATIONAL PARK AUTHORITY**

**AUTHORITY MEETING – 13 SEPTEMBER 2007**

**EQUALITY AND DIVERSITY STRATEGY 2007 - 2010**

**Report by:** Cathie Turner Jones, Human Resources Manager

**1 Purpose**

- 1.1 This report seeks approval for the Authority's draft Equality and Diversity Strategy 2007 – 2010 at **Annex 1**. It outlines the Authority approach to equalities and diversity specifically in relation to the Disability Equality Duty, Gender Equality Duty and Race Relations.
- 1.2 The draft Equality and Diversity Strategy includes an index of all completed Impact Assessments (**Annex A**), an example of a completed Impact Assessment (**Annex B**) and the three year action plan (**Annex C**).

**2 Background**

- 2.1 The Disability Discrimination Acts of 1995 and 2005 place statutory duties on the Authority. Amongst other specific and general duties the Authority is required to publish a Disability Equality Scheme by December 2006.
- 2.2 As a new Authority, which had been in operation for less than a year in December 2006, there was insufficient time to develop a scheme by the deadline. (Most other public bodies had begun to work on building connections and establishing resources to facilitate the publication of their schemes at least a full year in advance of the deadline.)
- 2.3 As development of the Strategy progressed, the Authority sought the opportunity provided by the delay to widen the scope of the Strategy to include the Gender Equality Duty which came into force in April 2007, and to meet its obligations under the Race Relations Amendment Act 2000.
- 2.4 Developing a high quality Disability Equality Scheme involving inclusive and extensive consultation and engaging with disabled people who have an interest in the New Forest National Park, has required considerable focused energy and resource. (Most other authorities have worked with their disabled community groups over many years and have established a mutual understanding and respect based on a track record of positive outcomes.)
- 2.5 In order to achieve the desired outcome the work was scheduled and resourced over several months.

### **3 Guiding principles**

- 3.1 Work has progressed consistent with the Guiding Principles agreed by the Authority in February 2007 (NFNPA 163/07) and in particular staff have actively sought to support and encourage all disabled and interested groups to contribute to the drafting of the scheme both locally and nationally.

### **4 Strategy development**

- 4.1 The main steps taken to complete development of the strategy are set out in section 6 of the Strategy itself.
- 4.2 A full range of impact assessments was completed during May, June and July 2007, in consultation with an external representative from a local disability group. **Annex A** is the index of assessments and **Annex B** is an example of a completed assessment.

### **5 Next steps**

- 5.1 Following Authority approval, the Strategy will be published on the Authority's website, the implementation of the Action Plan will commence where work is not already in hand and the first monitoring report will be prepared in September 2008

### **Recommendation:**

**To note the content of the Strategy and three year action plan and subject to the outcome of discussion approve the Strategy.**