**Policy and Resources Select Committee**

21 October 2010

**Treating People As Individuals**

**Report by Director for Policy and Partnerships**

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**Recommendation**

The Select Committee is asked to note the report and advise the Leader of the County Council of its comments on the refreshed Treating People As Individuals Policy.

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1. **Background**

1.1 The Treating People As Individuals policy was presented to the Policy and Resources Select Committee on 9 May 2007, in draft, for comment and feedback, before being approved in August 2007 by the Cabinet Member for Finance and Resources.

1.2 The policy, which was in effect the County Council’s single equality scheme, ensured compliance with the law and outlined what the commitment to treating people as individuals meant and how the County Council would adapt the way that it worked to reflect that.

1.3 The County Council is also required by law to publish action plans, setting out the specific commitments it has made and the targets it sets. The action plans were developed following a major consultation exercise with communities across West Sussex.

1.4 There is a legal requirement to review the policy every three years. This report provides an opportunity for the Committee to comment on the review and the refreshed policy (Appended).

2. **Discussion**

2.1 The draft has been updated to reflect the County Council’s strategic aims as set out in the County Strategy 2009-13, as well as reaffirming the commitment to being a customer focussed organisation.

3. **Consultation**

3.1 A new addition to the policy is section 6, which sets out the County Council’s Corporate Equality objectives. These have been drawn out from the consultation exercise carried out over the summer with customers and staff, and also reflect the approach that the
Agenda Item No. 9

County Council has taken toward equality and diversity since the policy was first approved in 2007.

4. Resource Implications and Value for Money

4.1 There are no resource implications arising as a consequence of this policy.

5. Risk Management Implications

5.1 The County Council has a range of legal obligations in relation to Equality and Diversity, including specific duties imposed by various Equality Legislation, general duties and the overarching obligations imposed by the Human Rights Act 1998.

5.2 The Appendix to the report gives a full commentary on legal obligations, which the County Council is committed to meeting in a way that makes a positive difference to its communities, customers and staff.

6. Crime and Disorder Act Implications

6.1 There are no implications.

7. Human Rights Act Implications

7.1 The strategic and corporate objectives outlined at sections 3 and 6 of the policy state clearly the commitment to treating all people as individuals and promote equality.

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Background Papers
There are no background papers.

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