
Chief Executive's Office

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Date: 25 May 2005

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Borough Council

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PR7 1DP

Chief Executive:

Jeffrey W Davies MA LLM

Dear Councillor

EXECUTIVE CABINET - THURSDAY, 30TH JUNE, 2005

I am now able to enclose, for consideration at next Thursday, 30th June, 2005 meeting of the Executive Cabinet, the following reports that were unavailable when the agenda was printed.

Agenda No Item

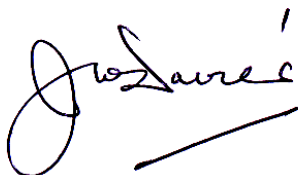
9. **Equality and Diversity Officer (Pages 277 - 280)**

Report of Director of Legal Services

10. **Economic Regeneration Strategy / Core Central Lancashire City Region (Pages 281 - 284)**

Report of Head of Economic Regeneration

Yours sincerely



Chief Executive

Encs

Distribution

1. Agenda and reports to all Members of the Executive Cabinet and Chief Officers for attendance
2. Agenda and reports to Councillor Walker for attendance.
3. Agenda to all remaining Members of the Council for information.

Report of	Meeting	Date
Director of Legal Services (Introduced by the Executive Member for Capacity and Resources)	Executive Cabinet	30/6/05

ESTABLISHMENT OF THE POST OF EQUALITY AND DIVERSITY OFFICER

PURPOSE OF REPORT

- To seek Executive Cabinet approval to establish in principle a post of Equality and Diversity Officer (PO1)

CORPORATE PRIORITIES

- This report addresses the corporate priorities of serving our customers better and investing in our capacity to deliver
- The issue raised and recommendations made in this report involve risk considerations in the following categories:

Strategy	√	Information	
Reputation	√	Regulatory/Legal	√
Financial		Operational	√
People	√	Other	

- Risk lies in the requirement to implement the Race Relations (Amendment) Act 2000 from the legislative standpoint. There is also the risks that we will not meet the requirements 9of the “CPA 2005 – the New Approach” or our Corporate Improvement Plan.

BACKGROUND

- Point 31 of the CPA report for Chorley Borough Council stated, “These specific priorities were derived from earlier consultation and were confirmed during the community planning process. However, there are gaps in the council’s overall approach to consultation. A consultation strategy has been devised but is not supported by a systematic approach to community engagement. The council does not fully understand the patterns of diversity within the borough and has not always taken into account the range of community needs and aspirations in designing, improving and providing access to services or setting standards. In a recent parish survey the council’s performance compared very poorly with other Lancashire districts, for instance, on consulting with all sections of the community, acting on local views, and engaging with parish councils in setting standards and improving local services.”

6. The Race Relations [Amendment] Act 2000, amongst other things, outlawed discrimination (direct and indirect) and victimisation in all public authority functions not covered by the Race Relations Act 1976, with only limited exceptions. It also placed a general duty on specified public authorities to work towards the elimination of unlawful discrimination and to promote equality of opportunity and good relations between persons of different racial groups in carrying out their functions. The general duty is supported by specific duties, which are enforceable by the Commission for Racial Equality
7. In the CPA 2005 - the New Approach at point 18 the Audit Commission states, "In line with the general support for the Strategic Regulation architecture, there was strong support in the consultation responses for the idea that the Corporate Assessment should be used to deliver judgements of local achievement in light of the local community strategy, looking at how well authorities are responding to the needs of their local communities. However, many responses correctly pointed out that the Community Strategy is not the strategy of the council but of the Local Strategic Partnership.
8. The commission goes on to make these further statements at points 26 "There was also strong support for 'Diversity' (with an emphasis on social inclusion and community cohesion) and 'User focus' to be more thoroughly assessed within the CPA arrangements. Many respondents suggested that such issues should be 'mainstreamed' across the themes and throughout the KLOEs rather than stand alone as scored themes in their own right." And at point 27 "However, the Commission's view is that such an approach runs the risk that diversity and user focus issues are 'everywhere but nowhere' and are never drawn together to provide an holistic picture of the authority's success in this area. Inserting an identifiable, and potentially scored, joint 'Diversity and user focus' theme would send a strong signal to local government of the importance the Commission attaches to this agenda, in line with our Strategic Plan."

WHAT IS DIVERSITY?

9. Diversity is the concept of treating all people similarly whatever their differences BUT recognising differences in talents, abilities and needs.
10. It is about sending out a more positive message maximising the potential and contribution to the organisation rather than the issues of discrimination It is a concept that embraces a broad range of people and concentrates on movement within the organisation, the culture of the organisation and the meeting of business objectives to address the needs of our customers within the Chorley community and those of our staff.

PROPOSAL

11. That the Council appoints a designated Officer to take the lead on all diversity matters relating to Chorley residents, issues for member/officer work practices and the recognition of diversity issues council-wide. The Diversity Officer will be responsible for ensuring that Equality Impact Assessments are completed and will provide training on diversity and equality matters for staff and elected members.
12. The Officer will ensure that the Council's policies, procedures and services are accessible to everyone in the community irrespective of race, gender (including transgender), age, disability, sexual orientation and religious belief.

COMMENTS OF THE HEAD OF HUMAN RESOURCES

13. The proposal to establish the post of Equality and Diversity Officer has been fully discussed with the Head of Human Resources and is fully supported.

14. Consultation has taken place with potentially affected Heads of Service as to the location of the post and it is proposed that it is established in Corporate and Policy Services.

COMMENTS OF THE DIRECTOR OF FINANCE

15. The maximum cost of the proposal annually would be £35,634. Adding additional recurring cost into the budget at this stage would compromise the principle set and approved by Cabinet that no additional costs are added to future years budgets outside the normal budget cycle. As this report seeks an in principle agreement only I propose that work is done to ensure that this appointment is cost neutral by redirecting current resources. Once this work is complete then the Leader of the Council is given delegated authority to approve the establishment of the post.

RECOMMENDATION(S)

16. It is recommended that Executive Cabinet approve:

The Leader of the Council is given delegated authority to establish the post of Equality and Diversity Officer if this can be done on a cost neutral basis to the Councils base budget.

REASONS FOR RECOMMENDATION(S) (If the recommendations are accepted)

17. To meet the requirements of the Race Relations (Amendment) Act 2000
18. To satisfy the requirements of the "CPA 2005 – The New Approach" and
19. To implement the Corporate Improvement Plan.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

13. None

ROSEMARY LYON
DIRECTOR OF LEGAL SERVICES

Report Author	Ext	Date	Doc ID
Dave Watt	235821	21 June 2005	

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Report of	Meeting	Date
Head of Economic Regeneration (Introduced by the Leader of the Council, Councillor J Wilson)	Executive Cabinet	30/6/05

ECONOMIC REGENERATION STRATEGY

PURPOSE OF REPORT

- To brief Members on the Northern Way, its implications and the proposed Economic Regeneration Strategy.

CORPORATE PRIORITIES

- Investing in our capacity to deliver.

RISK ISSUES

- The issue raised and recommendations made in this report involve risk considerations in the following categories:

Strategy	✓	Information	
Reputation	✓	Regulatory/Legal	
Financial	✓	Operational	
People		Other	

- There is currently a gap in information relating to economic regeneration and how the Borough fits into the wider Sub-Regional and Regional context. This in turn may result in missed opportunities if the economic performance of the area improves as set out in the Northern Way.

BACKGROUND

- The Northern Way was launched in September last year by the Government as a way of reducing the £29billion output gap in economic performance experienced by the North of England compared with the rest of the UK. It applies to the three northern regions – the North East, Yorkshire and the Humber and the North West. Its time horizon is until 2025 and is based around the concept of city regions being the drivers of economic performance.
- One of the city regions identified by the Northern Way is 'Central Lancashire', centred on Preston, Blackpool and Blackburn. Each city region has a sphere of influence and does not conform to local authority/administrative boundaries. City Region Development Programmes have been developed for each area. These Development programmes have been led by the sub-regional economic partnerships on behalf of the North West Development Agency. In the case of Central Lancashire this was Pan-Lancashire which was the shadow body for the emerging Lancashire Economic Partnership bringing together Lancashire West Partnership and East Lancashire Partnership.



7. The City Region Development Programme sets out:
 - a) a clear and shared vision of what each city region aspires to achieve by 2025
 - b) specific proposals for housing, transport and economic development which will help drive forward economic growth
 - c) the challenges and opportunities faced, identifying the key economic assets and drivers for the city region.
8. Clearly an initiative of this scale will have implications for Chorley and your officers have been working closely with neighbouring local authorities – particularly Preston and South Ribble to try and influence the proposals and to make the most of the opportunities.
9. The Central Lancashire City Region Development Programme has now been completed. Unfortunately it is considered that the Development Programme does not recognise the importance of the core area as an economic driver.
10. In order to support Preston, South Ribble and Chorley's case that the prime economic driver of the sub-region is the core area, the 3 authorities have agreed to commission consultants to carry out a study on the core area known as the Core Central Lancashire Sub-Regional Strategy. This strategy when completed will be submitted to NWDA and the North West Regional Assembly who are responsible for the Regional Spatial Strategy. It will present scenarios which will illustrate how the economic development opportunities of the core area can be maximised in a sustainable way.

ECONOMIC REGENERATION STRATEGY

11. The work on the Northern Way and the core area has shown that there are gaps in the information on Chorley. Although there has been a long-term proposal to put together an Economic Regeneration Strategy the Northern Way and the emerging Community Strategy has accelerated the need for this study. A brief has been put out to tender and consultants have been interviewed. It is proposed to appoint GVA Grimley. GVA Grimleys' are currently involved in putting together the Core Central Lancashire Sub-Regional Strategy and consequently already have a lot of information relating to Chorley and how it fits in with the sub-region.
12. The study will consist of:
 - Strategic Review – examine the strategic issues at a UK, Northwest and local level and put them in a Chorley context.
 - Economic Driver Analysis – analysis of the key factors relating to Gross Value Added (GVA) and employment growth, sectoral data and the labour market and how they impinge on Chorley
 - Investment and Commercial Markets Appraisal – understanding the economic development potential of Chorley.
 - Regeneration Context – Assessment of issues associated with environmental quality, access to services, health, crime, employment and housing.
 - Scenario Development – based on the data gathered, put together two or three scenarios dependent on the various policy approaches.
 - Strategy Development.
13. In addition the consultants will carry out surveys and a workshop. The cost of the study will be £40,000 including disbursements.
14. The total cost of the two studies will be £65,000.

COMMENTS OF THE HEAD OF HUMAN RESOURCES

15. There are no apparent HR implications to this report.

COMMENTS OF THE DIRECTOR OF FINANCE

16. The base budget for 2005/2006 included a provision of £50,000 for the completion of this work. In the event the cost will now be £15,000 greater than budget. This additional cost can be financed from the additional Planning Delivery Grant given to the Council over and above that already budgeted.

CONCLUSION

17. There is a lot of activity at a Regional and Sub-Regional regarding how the economic performance of the area can be improved and the GDP gap reduced. However, there is very little knowledge as to how Chorley fits into this. The Economic Regeneration Strategy combined with the Core Central Lancashire Sub-Regional Study will help the Council make the most of any opportunities if the economic performance of the area takes off.

RECOMMENDATIONS

18. That GVA Grimley's should be appointed to carry out the Economic Regeneration Strategy.
19. That the £65,000 should be allocated to fund the Core Central Lancashire Sub-Regional Study and the Economic Regeneration Strategy.

REASONS FOR RECOMMENDATIONS (If the recommendations are accepted)

20. To ensure that Chorley Borough makes the most of any opportunities presented by the Northern Way and other similar initiatives.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

21. None.

JANE MEEK
HEAD OF ECONOMIC REGENERATION

There are no background papers to this report.

Report Author	Ext	Date	Doc ID
Jane Meek	5285	27 June 2005	REGENREP/89409JM2

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