

**MANAGEMENT BOARD****HOUSE EQUALITY SCHEME UPDATE****Note by the Director General of Resources****Purpose**

1. This note presents a revised version of the House Equality Scheme, together with a summary for staff, and asks the Board to approve the draft Scheme for submission to the Commission.

**Action**

2. The Board is asked:
  - To approve the revised draft Equality Scheme (Appendix B) for submission to the Commission
  - To approve the summary (Appendix A) for circulation in booklet form to all staff
  - To consider whether the covering paper to the Commission should allude to the issue of Member/staff relations in the context of the scheme and seek the Commission's endorsement of further action in this area (paragraph 6).

**Consultation**

3. Input from the Management Board and Resource Management Group has been gratefully received and is reflected in the revised documentation, which the Diversity Managers hope the Board agrees is much improved as a result.

**The Scheme**

4. Appended to this paper are two documents for the Board's consideration: a summary, intended as an informative booklet for all staff in a similar vein to the useful 'rough guides' to the Corporate Plan (appendix A); and the full revised version of the scheme (appendix B). While it is noted that the scheme in its entirety is a lengthy document, it includes only the level of detail required to fulfil the legal requirements of the public duties, which the Board and Commission have committed to, and which brings the House Service broadly into line with other organisations in the public sector, including government departments.
5. Elements of the action plan have been condensed for brevity. Consultation with action owners has begun and will continue systematically, upon Board approval, with relevant groups to link with departmental business plans, forward job plans and project plans.

**6. [s.36(2)(b) and s.36(2)(c)]**

**Conclusion**

7. The scheme and completed actions will help the House Service move forward in the direction the Management Board wants, enhancing the reputation of the House as an employer and institution, and delivering business benefits. The Board is asked to continue to demonstrate leadership on equality and diversity issues and to approve the scheme for referral to the Commission.

**A J Walker**  
**Director General of Resources**

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