

Report of the Portfolio Holder for Resources and Personnel Policy

EQUALITY AND DIVERSITY ANNUAL REPORT 2022/20231. Purpose of Report

To provide Members with an annual review of activity and outcomes in respect of the Council's equality and diversity work.

2. Recommendation

The Policy Overview Working Group RECOMMENDS that Cabinet NOTE the report including information contained in appendix 1 along with the progress in implementing the action plan for 2022/23 set out in appendix 3, and RESOLVE that the proposed Equalities Objectives for 2023/24 set out in appendix 2, and action plan in appendix 4 be approved.

3. Detail

The Council's Equality and Diversity Policy provides the framework for the Council's approach to the wide-ranging equality and diversity agenda. While incorporating the Council's legal responsibilities as a public body within the meaning of the Equality Act 2010, it also outlines the Council's aims and aspirations for achieving cohesive and inclusive communities and ensuring equal access to services. The Equality and Diversity Annual Report 2022/23 is provided at appendix 1 to this report.

Under the Equality Act, public bodies are required to publish equality objectives that will help them further the aims of the general duty. Equality objectives must be specific and measurable and are intended to help focus attention on the priority equality issues within an organisation and help deliver improvements in policy making, service delivery and employment.

Appendix 2 of the report sets out the Council's refreshed Equality objectives for 2023/24. Cabinet's attention is specifically drawn to the section on definitions and the intention in future to include care experience as coming within the definition of protected characteristics. Appendix 3 sets out progress against the objectives set for 22/24 and there follows an action plan in appendix 4 for 2023-25 based on the proposed objectives for 23/24.

The recommendations of the Policy Overview Group have been reflected in amendments to the documents attached to this report, including

- Clarification regarding mandatory and optional equality and diversity training
- More detail on the Council's approach to tackling the gender pay gap
- A new action about encouraging the progression of disabled employees
- Inclusion of a comment relating to the needs of gypsy travelers in Broxtowe

4. Financial Implications

The comments from the Head of Finance Services were as follows:

There are no additional financial implications for the Council resulting from this report, with any costs being contained within existing budgets. Any significant budget implications going forward, over and above virement limits, would require approval by Cabinet.

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

There is a clear legal duty to comply with the equality duty under s.149 of the Equality Act 2010 – this provides that public authorities are now required, in carrying out their functions, to have regard to the need to achieve the objectives set out under s.149 of the Equality Act 2010 to:

1. Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Equality Act 2010.
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

In addition to ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities, to publish equality objectives, at least every four years and information to demonstrate their compliance with the public sector equality duty. The proposed action plan and objectives will meet those duties.

6. Human Resources Implications

The comments from the Human Resources Manager were as follows:

No comments

7. Union Comments

The Union comments were as follows:

No comments

8. Climate Change Implications

The comments from the Waste and Climate Change Manager were as follows:

Considering climate change, equality and diversity together can lead to inclusive decision-making and improved outcomes. Any climate change/sustainability implications moving forward, should be considered on a case by case basis.

9. Data Protection Compliance Implications

This report does not contain any [OFFICIAL (SENSITIVE)] information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

As there is no change to policy equality impact assessment is not required.

11. Background Papers

None.