



AGENDA ITEM: 5(g)

CABINET: 12 January 2015

Report of: Transformation Manager

Relevant Managing Director: Managing Director (Transformation)

Relevant Portfolio Holder: Councillor Moran

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SUBJECT: REVISED EQUALITY OBJECTIVES 2015/18

Wards affected: Borough wide

1.0 PURPOSE OF THE REPORT

- 1.1 To ask Cabinet to approve the new Equality Objectives 2015-18, together with plans for the future monitoring of these objectives.

2.0 RECOMMENDATIONS TO CABINET

- 2.1 That the revised Equality Objectives for 2015-2018, as realigned to the Council Plan 2015-18 at Appendix 3 be approved.

3.0 BACKGROUND

- 3.1 During 2013 specialist equality consultants Social Re:Focus were commissioned to carry out an equality audit, which included:
- Developing equality objectives and equality information (see Appendix 1)
 - Reviewing the Equality Scheme and Equality Impact Assessment process
 - Reviewing how services have responded to consultation and engagement
 - Identifying how equality information is being used in business planning
 - Specific reviews of HR and Procurement policies and procedures

3.2 Following the recommendations made during the audit, Social Re:Focus was asked to provide:

- A summary report that explained the key findings for general release,
- An action plan that identified the tasks needed to build on the review,
- A programme of training that supports the implementation of key recommendations.

3.3 The activities that have been undertaken as part of the equality action plan include:

- Enhancing the use of equality data within decision- making processes;
- Establishing equality objectives for the Council; refreshing HR policies;
- Enhancing the opportunity to learn more about customer needs;
- Embedding equality considerations within business planning cycles;
- Enhancing the approach to monitoring and evaluation;
- Using the procurement policies to further the Council's inclusive value;
- Demonstrating that decision-makers take account of impact.

3.5 The updated Equality Action Plan is attached at Appendix 2 for information and is published on the Equality pages of the Council's website along with other equality information.

4.0 CURRENT POSITION

4.1 Council agreed, on 21 October 2015, a new set of values and priorities as detailed in the Council's Plan 2015-18. The Council's current Equality Objectives 2013/15 established as part of the Equality Action Plan noted above, were linked to the former Council priorities. Good progress is being made against these objectives, and members will note that a report relating to the first objective, Financial Inclusion Strategy, features elsewhere on this agenda.

4.2 The objectives for 2015/18 have now been reviewed and compared to the new Council priorities. It is suggested that a new set of Equality Objectives, realigned to the Council Plan 2015-18 are agreed. The proposed revision is detailed in Appendix 3 attached.

4.2 The progress against the new Equality Objectives will be monitored and progress will be reported, as appropriate.

5.0 SUSTAINABILITY IMPLICATIONS/COMMUNITY STRATEGY

5.1 There are no significant sustainability impacts associated with this report and, in particular, no significant impact on crime and disorder. The report has no significant links with the Sustainable Community Strategy.

6.0 FINANCIAL AND RESOURCE IMPLICATIONS

6.1 There are no significant financial or resource implications arising from this report.

7.0 RISK ASSESSMENT

- 7.1 The adoption of the recommendations contained in this report will assist the Council in continuing to evidence its compliance with the requirements of the Equality Act 2010 and its Public Sector Equality Duty.

Background Documents

There are no background documents (as defined in Section 100D(5) of the Local Government Act 1972) to this Report.

Equality Impact Assessment

There is a direct impact on members of the public, employees, elected members and / or stakeholders. Therefore an Equality Impact Assessment is required. A formal equality impact assessment is attached as an Appendix to this report, the results of which have been taken into account in the Recommendations contained within this report.

Appendices

1. Equality Objectives 2013/15
2. Summary Action Plan Update November 2015
3. Equality Objectives 2015-18
4. Equality Impact Assessment