

REPORT TO:	FINANCE AND MANAGEMENT COMMITTEE	AGENDA ITEM: 11
DATE OF MEETING:	9th JULY 2020	CATEGORY: DELEGATED
REPORT FROM:	STRATEGIC DIRECTOR (CORPORATE RESOURCES)	OPEN
MEMBERS' CONTACT POINT:	KEVIN STACKHOUSE (01283 595811) Kevin.stackhouse@southderbyshire.gov.uk	DOC:
SUBJECT:	CORPORATE EQUALITIES ANNUAL REPORT 2019/20	
WARD(S) AFFECTED:	ALL	TERMS OF REFERENCE: FM16

1.0 Recommendations

- 1.1 That the Corporate Equalities and Safeguarding Annual Report for 2019/20 as detailed in Appendix A is approved for publication.
- 1.2 That two workstreams are created covering Equality, Diversity and Inclusion and separately for Safeguarding.
- 1.3 That a new Equality, Diversity and Inclusion Plan 2020 to 2024 is developed and reported to the Committee in the Autumn.

2.0 Purpose of the Report

- 2.1 To seek approval for the Corporate Equalities and Safeguarding Annual Report 2019/20. This will be published on the Council's website.

3.0 Executive Summary

- 3.1 The Corporate Equalities and Safeguarding Annual Report 2019/20 demonstrates that the Council has met its legal obligations.
- 3.2 Going forward, separate groups are being used to progress work on safeguarding and equalities. This will bring forward a revised focus on two important cross cutting work areas for the Council and address a recent audit recommendation in relation to the Council's duties regarding safeguarding.
- 3.3 In line with the Equality Act 2010, every four years the Council has to review its approach towards the achievement of equality duties placed on public sector bodies and a revised action plan for 2020-2024 is being developed and a report will be submitted to this committee later in the year.

4.0 Detail

- 4.1 The Equality Act 2010 places a duty on public bodies such as the Council to consider the needs of all individuals in its day-to-day work when developing policies, delivering services and in relation to its own employees.
- 4.2 The Act includes the Public Sector Equality Duty. Those subject to the Equality Duty must, in the exercise of their functions, have due regard to the need to:

- eliminate unlawful discrimination
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations.

- 4.3 To demonstrate compliance, the Council must publish relevant and appropriate information. This can be evidenced in a variety of ways, such as the minutes of a meeting or the publication of data, providing it is accessible to the public.
- 4.4 The publication of the Corporate Equalities and Safeguarding Annual Report (Appendix A) shows the impact of the Council's approach to employment on its staff and how service users are affected by its policies and practices.
- 4.5 A number of case studies have been included in the Annual Report to showcase the Council's work.
- 4.6 During 2019-20 the decision was taken to separate the Equalities, Diversity and Inclusion workstream from the Safeguarding workstream. An explanation of this is included at the end of the 2019-20 Annual Report.
- 4.7 In line with the Equality Act 2010, every four years the Council has to publish an action plan to show how it will meet the duties detailed in the Act (as noted in 4.2). The current plan ends in 2020 so an internal group has commenced work on the new plan.
- 4.8 The Group, led by the Head of Organisational Development and Performance, has developed a project plan that will ensure extensive consultation will be completed both internally and externally, equalities data is obtained on our workforce and community and research completed with comparable organisation on their approach.
- 4.9 A revised Equality, Diversity and Inclusion action plan will be submitted to this Committee later this year.

5.0 Financial Implications

- 5.1 There are financial implications associated with this report.

6.0 Corporate Implications

- 6.1 The Council's commitment and approach to having due regard to the Equality Duty is set out in its Policy Statement and Corporate Equalities and Safeguarding Annual Report. Ensuring fairness and equality underpins all the services provided by the Council.

7.0 Legal Implications

- 7.0 To demonstrate compliance with the Equality Act 2010 and the Public Sector Equality Duty, the Council must publish relevant and appropriate information.

8.0 Community Impact

- 8.1 In supporting our vision of making 'South Derbyshire a better place to live, work and invest, the Council has a number of 'values' that lie at the core of everything it does. These help us to make a difference for both our employees and our communities within South Derbyshire.
- 8.2 The Council wants all of its communities to be strong places of togetherness and belonging. This is again demonstrated in the Corporate Equalities and Safeguarding Annual Report.

9.0 Background Papers

