
REPORT TO:	FINANCE AND MANAGEMENT COMMITTEE	AGENDA ITEM: 8
DATE OF MEETING:	15 th JUNE 2017	CATEGORY: DELEGATED
REPORT FROM:	DIRECTOR OF FINANCE AND CORPORATE SERVICES	OPEN
MEMBERS' CONTACT POINT:	KEVIN STACKHOUSE (EXT. 5811)	DOC REF:
SUBJECT:	CORPORATE EQUALITIES ANNUAL REPORT 2016/17 AND ACTION PLAN 2017/18	
WARD(S) AFFECTED:	ALL	TERMS OF REFERENCE

1.0 **Recommendations**

- 1.1 That Members approve, for publication, the Corporate Equalities Annual Report for 2016/17. This is attached in **Appendix A**.
- 1.2 That Members approve the Corporate Equalities and Safeguarding Action Plan for 2017/18, attached at **Appendix B**.

2.0 **Purpose of Report**

- 2.1 To seek approval for the Corporate Equalities Annual Report 2016/17. This will be published on the Council's website.
- 2.2 To approve the Corporate Equalities and Safeguarding Action Plan for 2017/18.

3.0 **Detail**

- 3.1 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.
- 3.2 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

- 3.3 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.
- 3.4 The publication of the Corporate Equalities 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.
- 3.5 A number of case studies have been used in the Corporate Equalities Annual Report to showcase our work.

Activities planned for 2017/18

- 3.6 The Council will continue to deliver activities in line with its Equalities Policy. These are described in **Appendix B** but include:
- Sharing details of the work and successes achieved by the Corporate and Equalities Safeguarding Group throughout the authority
 - Publishing progress on our equalities and safeguarding activities through the Corporate Equalities Annual Report
 - Review and, where required, refresh the training plan to ensure awareness of equality and safeguarding responsibilities are clearly defined
 - Meet the new legislative requirements of gender pay gap reporting

4.0 Financial Implications

- 4.1 There are no direct financial implications associated with this report.

5.0 Corporate Implications

- 5.1 The Council's commitment and approach to having due regard to the Equality Duty is set out in its Policy Statement and Corporate Equalities Annual Report.

6.0 Community Implications

- 6.1 In supporting our vision of making 'South Derbyshire a better place to live, work and visit,' 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.
- 6.2 The Council wants all of its communities to be strong places of togetherness and belonging. This is again demonstrated in the Corporate Equalities Annual Report.