

REPORT TO:	FINANCE AND MANAGEMENT COMMITTEE	AGENDA ITEM: 7
DATE OF MEETING:	13th JUNE 2019	CATEGORY: DELEGATED
REPORT FROM:	LEADERSHIP TEAM	OPEN
MEMBERS' CONTACT POINT:	KEVIN STACKHOUSE (01283 595811) Kevin.stackhouse@southderbyshire.gov.uk	DOC:
SUBJECT:	CORPORATE EQUALITIES ANNUAL REPORT 2018/19 AND ACTION PLAN 2019/20	
WARD (S) AFFECTED:	ALL	TERMS OF REFERENCE:

1.0 Recommendations

- 1.1 That Elected Members approve, for publication, the Corporate Equalities Annual Report for 2018/19. This is attached in Appendix A.
- 1.2 That Members approve the Corporate Equalities and Safeguarding Action Plan for 2019/20, attached in Appendix B.

2.0 Purpose of Report

- 2.1 To seek approval for the Corporate Equalities Annual Report 2018/19. This will be published on the Council's website.
- 2.2 To approve the Corporate Equalities and Safeguarding Action Plan for 2019/20.

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 included in the Corporate Equalities Annual Report to showcase our work.

3.6 **Activities planned for 2018/19**

The Council will continue to deliver activities in line with its Equalities Policy.

These are described in Appendix B but include:

- Delivering the Armed Forces Covenant obligations;
- Taking an improved approach to tenant involvement following the STAR survey results;
- Continuation of the homelessness and Welfare Reform work;
- Publishing the Pay Gender Gap and devising an action plan to address findings.
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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.

7.0 **Appendices**

Appendix A – Equalities and Safeguarding Annual Report 2018/19

Appendix B – Equalities and Safeguarding Action Plan 2019/20