
REPORT TO:	Finance & Management Committee	AGENDA ITEM: 13
DATE OF MEETING:	20 June 2013	CATEGORY: DELEGATED
REPORT FROM:	Director of Finance & Corporate Services	OPEN
MEMBERS' CONTACT POINT:	Kevin Stackhouse (Ext. 5811)	DOC:
SUBJECT:	Corporate Equalities and Safeguarding Annual Report 2012/13 and Action Plan 2013/14	REF:
WARD(S) AFFECTED:	All	TERMS OF REFERENCE: FM

1.0 Recommendations

- 1.1 That Members approve, for publication, the Corporate Equalities and Safeguarding Annual Report for 2012/13 which is accessible as **Appendix 1** on CMIS for this Committee.
- 1.2 That Members note progress made against the 2012/13 Action Plan attached at **Appendix 2**.
- 1.3 That Members approve the Corporate Equalities & Safeguarding Action Plan for 2013/14, attached at **Appendix 3**.

2.0 Purpose of Report

- 2.1 The Equality Act 2010 (the Act) requires the Council, from July 2011 onwards to publish annually a report to demonstrate that it has considered the aims of the Equality Duty.
- 2.2 To seek approval for the Corporate Equalities and Safeguarding Annual Report 2012/13 to be published on the Council's website.
- 2.3 To note progress made in 2012/13 for delivering the actions contained in the Equalities & Safeguarding Action Plan.
- 2.4 To approve the Corporate Equalities & Safeguarding Action Plan for 2013/14.

3.0 Detail

- 3.1 The Act places a Duty on public authorities and others carrying out public functions to consider the needs of all individuals in their day to day work: in shaping policy, in delivering services, and in relation to their own employees. In particular to have due regard to the need to:
 1. **Eliminate unlawful discrimination** and any other conduct prohibited by the Act
 2. **Advance equality of opportunity** between people who share a 'protected' characteristic and people who do not share it; and

3. **Foster good relations** between people who share a 'protected' characteristic and people who do not share it.

3.2 The Duty covers the following 'protected' groups:

- Age
- Disability (as set out in the Act)
- Race
- Gender (sex)
- Pregnancy and maternity
- Religion or belief (and non-belief)
- Sexual orientation
- Gender re-assignment
- Marriage and civil partnership (with regard to eliminating discrimination)

3.3 There is no explicit legal requirement to collect and use equality information across the 'protected' groups, in order to have 'due regard' to the aims of the Equality Duty. However, the Council needs to understand the impact of its policies and practices with 'protected' groups.

3.4 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 to the publication of data that supports a key decision providing it is accessible to the public. This information may be contained within another document.

3.5 The publication of the Corporate Equalities and Safeguarding Annual Report and Action Plan demonstrates the impact of the Council's employment functions on its employees and how service users are affected by its policies and practices. This is shown in Appendix 1.

Progress made during 2012/13

3.6 The Council delivered across a number of actions during 2012/13 in Equalities and Safeguarding, this is shown in Appendix 2. Outlined below are some of the key outcomes achieved during the period:

- Publication of the first Annual Corporate Equalities Report.
- Setting and publication of three Equalities Objectives in April 2012, where progress will be monitored over the next 3 years.
- Updating the equalities profile of the District using 2011 Census data
- Undertaking an Equality Assessment on new policies and procedures adopted by the Council which have a significant impact on services and employees, such as the proposed Council Tax Reduction Scheme etc.
- Reviewing existing policies and procedures to ensure that they have due regard for the Equality Duty.
- Continuing to work with the community focussed Communities & Equalities Group, which is chaired by the Equalities Member Champion.
- Working in partnership with the South Derbyshire Council for Voluntary Service to make a difference to our communities in South Derbyshire by working with groups such as Shout Out and the Older Peoples Forum.
- Supporting a range of community events, including Liberation Day, Healthier South Derbyshire Day, Festival of Leisure and South Derbyshire Day. These events also contribute to meeting the three aims of the Equality Duty.
- Publication of the annual workforce profile.

- Strengthening and developing the Internal Equalities group within the Council, such as thinking consciously about the three aims of the Equality Duty as part of the process of decision making.
- The extended remit of the Internal Equalities group has also taken on the responsibility for the development, implementation, monitoring and review of the Council's Safeguarding Policy and related procedures. This also satisfies the recommendations made in the external audit report on safeguarding, which was undertaken in June 2012. Consequently, the internal group has been renamed the Corporate Equalities and Safeguarding Group and the respective Member Champions for Equalities and Safeguarding are invited to attend.

Activities planned for 2013/14

3.7 During 2013/14, the Council will continue to deliver a number of activities in line with its Equalities Policy and in particular having due regard to the three aims of the Equality Duty. These are shown in detail in Appendix 3 but are summarised below:

- Equalities legislation is focussed on empowering Councils to manage their responsibilities proportionally. Through the Corporate Equalities and Safeguarding Group we will aim to drive improvement, and focus on those issues that matter locally across the district. We will promote this work by publishing progress on these activities through the Annual Report.
- Continue to work in partnership with the South Derbyshire Council for Voluntary Service and provide support to a range of community events.
- Delivering the Council's Equalities and Safeguarding Action Plan for 2013/14.

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 Annual Equalities & Safeguarding Report, which will be implemented through the Council's Performance Management Framework.

6.0 Community Implications

6.1 In supporting the Council's 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, that 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 strong places of togetherness and belonging. In particular, this is again demonstrated in the Annual Equalities & Safeguarding Report.

7.0 Background Papers

Government Equalities Office, '*Equality Act 2010: Public Sector Equality Duty*, June 2011.

CMAF - '*South Derbyshire DC – Safeguarding Report*' June 2012

