
REPORT TO:	FINANCE and MANAGEMENT COMMITTEE	AGENDA ITEM 11
DATE OF MEETING:	19th JUNE 2014	CATEGORY: DELEGATED
REPORT FROM:	DIRECTOR OF FINANCE and CORPORATE SERVICES	OPEN
MEMBERS' CONTACT POINT:	KEVIN STACKHOUSE (01283 595811)	DOC
SUBJECT:	CORPORATE EQUALITIES ANNUAL REPORT 2013/14 and ACTION PLAN 2014/15	
WARD(S) AFFECTED:	ALL	TERMS OF REFERENCE: FM 17

1.0 Recommendations

- 1.1 That the Committee approve for publication, the Corporate Equalities Annual Report for 2013/14 as detailed in **Appendix 1**.
- 1.2 That the Committee note progress made against the 2013/14 Corporate Equalities & Safeguarding Action Plan attached at **Appendix 2**
- 1.3 That the Committee approve the Corporate Equalities & Safeguarding Action Plan for 2014/15, attached at **Appendix 3**.

2.0 Purpose of Report

- 2.1 The Equality Act 2010 (the Act) requires the Council, 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 Annual Report 2013/14, and publish on the Council's website.
- 2.3 To note progress made in 2013/14 for delivering the actions contained in the Equalities & Safeguarding Action Plan.
- 2.4 To approve the Corporate Equalities & Safeguarding Action Plan for 2014/15.

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:

- eliminate unlawful discrimination
- advance equality of opportunity
- foster good relations

- 3.2 The Duty covers the following ‘protected’ groups:
- Age
 - Disability
 - Race
 - Gender
 - 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 Report demonstrates the impact of the Council’s employment functions on its employees and how service users are affected by its policies and practices.
- 3.6 A number of case studies which have been used in the Corporate Equalities Report to demonstrate compliance’ and these are summarized below:

Objectives

- (a) Providing services that reflect the communities of South Derbyshire and are accessible to users –
- *“Help with money and welfare reform”* such as free money advice sessions
- (b) Work with Partners to help younger people to access employment opportunities in South Derbyshire –
- *“Helping young people into the ‘world of work”* such as holding Youth Training Fairs, Job Clubs and work experience placements.
- (c) Enhance opportunities for vulnerable people to access suitable housing to live independently at home for longer –
- ‘Oakland Village’ – award winning purpose built accommodation to enable older people to live independent lives.

Meeting the aims of the 'Duty'

- (a) Eliminating discrimination, victimisation and harassment.
 - 'Safer Communities' such as Liberation Day, Interfaith Week, promotion of reporting hate crimes and holding events such as 'Prison me, no way'
- (b) Advancing equality of opportunity
 - 'Affordable homes, homelessness support and housing advice' such as the appointment of a Homeless Case Worker
 - 'Community Partnership Scheme'
 - 'Leisure and recreational activities' such as summer holiday activities, and the Village Games Project
- (c) Fostering good relationships
 - 'Social cohesion' such as, taking steps to get Elected Members and Officers involved in staging events and activities that they can participate in; promoting and supporting both national and local community events
 - 'Dreamscheme'
- (d) *General*
 - *"Understanding our diverse communities"*.
 - *"Assessing the impact of our services, policies and activities on our diverse communities"*
 - *"Communicating and engaging with our communities to ensure that we deliver services appropriate to them"*

Progress made during 2013/14

- 3.7 A number of key actions have also been delivered in the Equalities and Safeguarding Action Plan, and these are shown in **Appendix 2**. Outlined below are some of the key outcomes achieved during the period:
- Equalities Profile of the District updated using data from the 2011 Census data
 - Undertaking a proportionate and balanced approach when considering the Equality Duty in the development of policy options
 - Embedding a Google translation app in the Council's website.
 - 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
 - Continuing to work with the community focused Communities & Equalities Group.
 - Strengthening and developing the Council's internal Equalities & Safeguarding Group. For instance, developing a series of theme based meetings
 - Delivering safeguarding awareness training sessions to both Officers and Elected Members.
 - Publication of the annual Workforce Profile and Equalities Report.

Activities planned for 2014/15

- 3.8 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:

- Through the Corporate Equalities and Safeguarding Group we will aim to drive improvement, and focus on those issues that matter locally across the district.
- To publish the Housing Tenancy Agreement and other related housing policies in an easy read format, following consultation
- 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.
- Deliver the Council's Equalities and Safeguarding Action Plan for 2014/15.

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 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 Report.

7.0 Background Papers

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