

<b>REPORT TO:</b>	<b>FULL COUNCIL</b>	<b>AGENDA ITEM:7</b>
<b>DATE OF MEETING:</b>	<b>23 JUNE 2022</b>	<b>CATEGORY: DELEGATED</b>
<b>REPORT FROM:</b>	<b>LEADERSHIP TEAM</b>	<b>OPEN DOC:</b>
<b>MEMBERS' CONTACT POINT:</b>	<b>FRANK McARDLE (EXT. 5700)</b>	
<b>SUBJECT:</b>	<b>EQUALITY, DIVERSITY AND INCLUSION ANNUAL REPORT 2021-22 AND ACTION PLAN FOR 2022-23</b>	
<b>WARD (S) AFFECTED:</b>	<b>ALL</b>	<b>TERMS OF REFERENCE: G</b>

## 1.0 Recommendations

- 1.1 That the Council approves the Council's equality, diversity and inclusion annual report for 2021/22 (**Appendix A**) and the equality, diversity and inclusion action plan for 2022/23 (**Appendix B**).
- 1.2 That the Council approves the diversity monitoring categories (**Appendix C**) for the collation of equality data across all service areas.
- 1.3 That the Council approves the diversity calendar for 2022/23 (**Appendix D**) to recognise and support different events throughout the year and that this calendar is updated and approved each subsequent year.

## 2.0 Purpose of Report

- 2.1 To consider the equality, diversity and inclusion annual report 2021/22 reviewing the activity carried out by the Council and its partners in 2021/22 (**Appendix A**).
- 2.2 To consider the proposed equality, diversity and inclusion action plan for 2022/23 (**Appendix B**).
- 2.3 To consider the proposed diversity monitoring categories to be used across all Council services areas for the collation of equality data (**Appendix C**).
- 2.4 To consider the diversity calendar that will be published and confirm the different events and celebrations that the Council will support during 2022/23 (**Appendix D**). This calendar will be reviewed on an annual basis and be submitted to Full Council for approval each subsequent year

## 3.0 Detail

- 3.1 Equality, diversity and inclusion is at the heart of the Council's activity to ensure customers, residents and staff are treated fairly and have equal and fair access to the services it provides.

Equality, Diversity and Inclusion Action Plan 2021/22

- 3.2 Following extensive consultation with residents and stakeholders in autumn 2020, the Council approved the Council's Equality, Diversity, and Inclusion Strategy 2021-25. This annual report sets out the actions carried out by the Council on equality, diversity and inclusion during the year 2021/22.
- 3.3 The action plan has five objectives and 51 separate actions:



1. Encourage and enable a skilled and diverse workforce to build a culture of equality and inclusion in everything we do.
2. Demonstrate inclusive leadership, partnership and a clear organisational commitment to being a leader in equality, diversity, and inclusion in the District.
3. Involve and enable our diverse communities to play an active role in society and put the resident's voice at the heart of decision-making.
4. Deliver responsive services and customer care that is accessible and inclusive to individual's needs and respects cultural differences.
5. Understand our diverse communities and embed that understanding in how we shape policy and practice across the Council.

3.4 Of the 13 measures for the objective (1) Encourage and enable a skilled and diverse workforce to build a culture of equality and inclusion in everything we do, seven actions have been achieved during 2021/22 and three have been partially achieved.

In addition, three actions have not been completed. These are to:

- Design and implement an annual employee survey – this is due to be implemented in 2022/23
- Use the Stonewall workplace equality index to assess achievements and progress in LGBTQ+ inclusion – a proposal for this will be put before Leadership Team and the Equality, Diversity, and Inclusion Steering Group in 2022/23
- Collate and maintain data on equality, diversity and inclusion as a shared resource available on the Council's internal and external web pages – this will be updated with the 2021 census data made available from 2022/23. It should be noted that the data is being released in different stages so not all will be available during 2022/23. The first data on age and gender is due to be released on 28 June 2022 followed over the next two years by ethnicity, religion, the labour market, education and housing plus, for the first time, information on UK armed forces veterans, sexual orientation and gender identity.

3.5 Of the six measures for the objective (2) Demonstrate inclusive leadership, partnership and a clear organisational commitment to being a leader in equality, diversity and inclusion in the District, three actions have been fully achieved during 2021/22 and a further three actions have been partially achieved.

3.6 Of the six measures for the objective (3) Involve and enable our diverse communities to play an active role in society and put the resident's voice at the heart of decision making, all six have been fully achieved during 2021/22.

3.7 Of the 18 measures for the objective (4) Deliver responsive services and customer care that is accessible and inclusive to individual's needs and respects cultural differences, 13 actions have been fully achieved and four have been partially achieved in 2021/22.

In addition, one was not completed. This is:

- Implement and promote initiatives such as Sign Live and the Hidden Disabilities Sunflower scheme to enable people with a disability to access Council services. Both schemes were implemented in 2021/22. Monitoring of the scheme was paused due to the work required on the COVID-19 grants schemes.

3.8 Of the eight measures for the objective (5) Understand our diverse communities and embed that understanding in how we shape policy and practice across the Council, seven actions have been fully achieved during 2021, one has been partially achieved.

#### Diversity Monitoring Categories



- 3.9 Council is also asked to consider and approve the diversity monitoring categories attached at **Appendix C**. If approved, these will be used across all service areas.
- 3.10 These categories have been developed with the support of the Equality, Diversity, and Inclusion Steering Group to provide a standard format for the collation of equality data to provide further insight in to how Council's services are accessed by and delivered to all customers and residents. This information can then be used to identify any opportunities to enhance accessibility to services or where changes may be required to make them more accessible. Subject to Council approval, training will be rolled out to employees to ensure these are used consistently when collating data and appropriate arrangements are in place to ensure the security, appropriate use and confidentiality of any data collected.

#### Diversity Calendar

- 3.11 A key objective from the action plan for 2021/2022 is to adopt a diversity calendar (**Appendix D**) which will form a framework for the Council to commemorate events relating to the characteristics that are not only protected by the Equality Act 2010 (age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation) but also other significant national events recognising historic events or supporting ongoing causes.
- 3.12 Each event on the Calendar will be supported by the Council with information on its website, social media campaigns or where appropriate the display of approved materials such as posters or other resources.
- 3.13 All events will be monitored and a review completed on the response from customers and residents. The Calendar will be reviewed and updated on an annual basis and be subject to approval of the Council.

#### Equality, Diversity and Inclusion Action Plan 2022/23

- 3.14 The proposed actions for 2022/23 are shown in **Appendix B**. These build on the work completed last year and will enhance the Council's reputation as a community leader and employer.
- 3.15 These actions have been presented to the Equality, Diversity, and Inclusion Steering Group and will be delivered with partners such as the South Derbyshire CVS.

#### Equality Impact Assessments (EIAs)

- 3.16 The Council has approved a framework for completing EIAs when a new project, strategy, policy or procedure or major changes to an existing one are being made. This has been supported by training and additional resources and the Council is developing its approach to ensure it becomes embedded across all service areas.
- 3.17 Further support is required to ensure that thorough EIAs are completed and the appropriate level of professional challenge and insight is available to the Council.
- 3.18 To move all this work forward in a timely and robust manner, it is recognised that additional resources within the Organisational Development and Performance Team is required. A review of options to provide more resources will be completed early in the current year with any proposals subject to approval of Leadership Team and Finance and Management Committee.



#### **4.0 Financial and Corporate Implications**

4.1 All implications are detailed in the reports.

#### **5.0 Community Implications**

5.1 All implications are detailed in the reports.

#### **6.0 Conclusions**

6.1 The Council has made considerable progress over the year following the approval of the Equality, Diversity, and Inclusion Strategy 2021-25 and Action Plan. With the support from all service areas and partners, this progress will be sustained over the coming year with work completed in the areas referenced in the action plan 2022/23 (**Appendix B**).

6.2 It is apparent that the needs of the Council's customers and residents will change over the coming year, especially around issues arising from the recovery from the pandemic and the predicted financial hardship that will impact on residents in the District. It is important that the Council continues to provide support either directly or with partners to help and support people and in particular making the Council services as fair and accessible as possible to make South Derbyshire a great place to live, visit and invest.

#### **7.0 Background papers**

7.1 Equality, Diversity and Inclusion Strategy 2021-25 and Action Plan 2021-22.

