

REPORT TO:	FINANCE AND MANAGEMENT COMMITTEE	AGENDA ITEM: 11
DATE OF MEETING:	16th JUNE 2016	CATEGORY: DELEGATED
REPORT FROM:	DIRECTOR OF FINANCE & CORPORATE SERVICES	OPEN
MEMBERS' CONTACT POINT:	KEVIN STACKHOUSE (01283 595811) Kevin.stackhouse@south-derbys.gov.uk	DOC: u/ks/corporate and service plans/annual reports 2015 16/equalities
SUBJECT:	CORPORATE EQUALITIES and SAFEGUARDING ANNUAL REPORT 2015/16	
WARD (S) AFFECTED:	ALL	TERMS OF REFERENCE: FM 16

Recommendations

- 1.1 That the Corporate Equalities and Safeguarding Annual Report for 2015/16 is approved for publication.
- 1.2 That progress made against the 2015/16 Corporate Equalities & Safeguarding Action Plan in **Appendix 2** is noted.
- 1.3 That the Corporate Equalities and Safeguarding Action Plan for 2016/17 as detailed in **Appendix 3** is approved.

2.0 Purpose of Report

- 2.1 The Equality Act 2010 requires South Derbyshire District Council to publish a report each year to demonstrate it has considered the aims of the Equality Duty.
- 2.2 To seek approval for the Corporate Equalities and Safeguarding Annual Report for 2015/16. This will be published on the Council's website.
- 2.3 To note progress made in 2015/16 for delivering the actions contained in the Equalities and Safeguarding Action Plan.
- 2.4 To approve the Corporate Equalities and Safeguarding Action Plan for 2016/17.

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 included the Public Sector Equality Duty, which replaced the former duties relating to race, disability and gender equality. The public sector equality

duty came into force on April 5, 2011.

3.3 In summary, 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

3.4 The Equality Duty covers the following '*protected characteristics*'

- Age
- Disability
- Race
- Gender
- Pregnancy and maternity
- Religion of belief (and non-belief)
- Sexual orientation
- Gender re-assignment
- Marriage and civil partnership

3.5 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.

3.6 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 that supports a key decision, providing it is accessible to the public.

3.7 The publication of the Corporate Equalities and Safeguarding Annual Report demonstrates the impact of the Council's employment functions on its employees and how service users are affected by its policies and practices. This can be found in **Appendix 1**.

3.8 Case studies have been used in the Corporate Equalities and Safeguarding Annual Report to demonstrate compliance. These are summarised below:

Meeting the aims of the 'Duty'

(a) Eliminating discrimination, victimisation and harassment.

The work of the Safer South Derbyshire Partnership includes promotion of Hate Awareness Week, taking part in the Derbyshire Anti-Social Behaviour Victims First project, organising Liberation Day and running an International Women's Day event.

(b) Advancing equality of opportunity

Two payment machines are positioned to accommodate wheelchair users and a disabled member of the Tenants Forum tested it ahead of the launch.

Leisure and recreational activities include the Rosliston Parkrun, Positive Activities for Young People and Village Games.

(c) Fostering good relations

The Dreamscheme encourages young people to take part in activities that benefit their local community. In return, they are rewarded with points for every hour worked that can be redeemed for trips out.

Objectives.

(a) Provide services that reflect the communities of South Derbyshire and are accessible to users

The Community Food Hub scheme was launched in December 2015 to help tackle food poverty in the District.

During the year tenants approved the Easy-Read Tenancy Agreement, helped to judge Can You Dig It and worked in partnership with Trent and Dove Housing and SDDC to provide input into new build projects.

(b) Work with partners to help younger people access employment opportunities in South Derbyshire–

This included staging a Jobs and Skills Fair and a separate Jobs and Careers Fair. The Raising Aspirations project was launched which aims to support young people to make the most of their future.

(c) Enhance opportunities for vulnerable people to access suitable housing to live independently at home for longer

The Southern Derbyshire Voluntary Single Point of Access (VSPA) supports greater integration between health and social care and voluntary sector services. It provides a clear referral pathway from Health and Social Care to Voluntary Sector services, to support older and vulnerable people, as well as people with long-term conditions, to maintain their independence within their own communities.

Work started during the year to help South Derbyshire become a 'Dementia Friendly Community'. This means putting strategies in place that improve quality of life for those living with dementia as well as for their families, friends and carers.

Progress made during 2015/16

3.9 A number of key actions have also been delivered in the Equalities and Safeguarding Action Plan. These are shown in **Appendix 2**. Outlined below are some of the key outcomes achieved during the period:

- Working in partnership with the South Derbyshire Council for Voluntary Service to deliver the community work programme for 2015/16
- Undertaking a Workforce Profile and looking in depth at the age gap of the workforce
- Undertaking a proportionate and balanced approach when considering the Equality Duty in the development of policy options
- 'Promote inclusion' features in the Corporate Plan for 2016 – 2021 as a key aim
- Publishing the Council's Housing Tenancy Agreement in an easy read format.
- Strengthening and developing the Council's internal Equalities and Safeguarding Group. Meetings have taken place on a quarterly basis with a range of issues discussed and actions progressed
- Publication of the annual Workforce Profile and Equalities Reports
- Delivering Child Sexual Exploitation (CSE) training for employees, taxi staff and licensed premises and safeguarding training for Elected Members.

Activities planned for 2016/17

3.10 The Council will continue to deliver activities in line with its Equalities Policy. These are described in detail in **Appendix 3** but include:

- Continuing to drive improvement and focus on issues that matter locally through the Corporate Equalities and Safeguarding Group;
- Reviewing and updating our Equality Objectives
- Publishing progress on our equality and safeguarding activities through the Equalities Annual Report.
- Delivering the Council's Equalities and Safeguarding Action Plan for 2016/17

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. 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 Annual Corporate and Equalities Annual Report.

Appendix 2 - Equalities and Safeguarding Action Plan Outcomes 2015/16

Ref	Action	Targeted outcome	Actual outcome
1	Update the Equalities Profile of the District.	Develop our knowledge and understanding of the communities we serve.	Equalities Profile updated.
2	Work in partnership with the South Derbyshire Council for Voluntary Service to deliver the community work programme for 2015/16.	Increased voluntary and community engagement in the work of the Council.	<p>Together with South Derbyshire CVS, we established the Communities Forum to address equality/diversity issues. Membership includes voluntary sector organisations and interest groups who represent individuals who are discriminated against because of their gender, sexual orientation, ethnicity, age, physical and mental disability.</p> <p>Examples of increased voluntary and community involvement include:</p> <ul style="list-style-type: none"> • The Community Food Hub • International Women's Day • Dreamscheme • Tenant involvement in Dig It judging • Development of Dementia Friendly Communities

Ref	Action	Targeted outcome	Actual outcome
3	Strengthen policies and procedures to ensure that any third parties that exercise functions on behalf of SDDC are capable of complying with the Public Sector Equality Duty.	<p>Undertaking a proportionate and balanced approach when considering the Equality Duty in the development of policy options.</p> <p>Undertake a programmed review of existing policies and procedures based on levels of risk.</p> <p>To publish the Council's Housing Tenancy Agreement and other housing related policies (following consultation) in an easy read format.</p>	<p>We have undertaken a proportionate and balanced approach when considering the Equality Duty in the development of policy options.</p> <p>Our new <u>Housing Strategy 2016 - 2021</u> makes clear priorities such as satisfying the demand for affordable properties, along with details about how the District's most vulnerable residents will be protected.</p> <p>'Promote inclusion' features in the Corporate Plan for 2016 - 2021 as a key aim.</p> <p>Tenancy agreement published in an easy read format.</p>
4	Refresh the Training Plan to ensure it provides a range of training activities that raise awareness of the Council's responsibilities for both equalities and safeguarding issues.	Equalities and Safeguarding awareness training to be delivered through briefings and external training providers.	CSE training for employees, taxi staff and licensed premises held in November. CSE and safeguarding training for Elected Members took place on December 10.

Ref	Action	Targeted outcome	Actual outcome
5	Maintain a central record for any training courses attended by Council staff.	<p>Accurate management information to be recorded on My View.</p> <p>Aid in assessing whether the Council is achieving its corporate aim to promote and embed equalities and safeguarding across the organisation.</p>	<p>Information recorded on My View.</p> <p>Internal communications distributed and noticeboards updated to inform of safeguarding procedures</p>
6	Undertake a Workforce Profile, and consider any issues to be addressed.	<p>Monitor and assess the trends in the workforce.</p> <p>Propose actions to address under representation.</p> <p>Promote a fair distribution of protected groups across the workforce.</p>	<p>Assessment completed.</p> <p>Discussions/further research triggered with regard to age equality.</p>
7	Develop the internal Corporate Equalities and Safeguarding Group within the Council.	<p>Structured framework for monitoring progress and ensuring the implementation of the Council's Safeguarding and Equalities Policies.</p> <p>Increased awareness of equalities and safeguarding issues within the Council.</p> <p>Monitoring and review of key equalities and safeguarding actions.</p>	<p>Corporate Equalities and Safeguarding Group meets quarterly to review key equalities and safeguarding actions.</p> <p>Chaired by the Director of Finance and Corporate Services, the group includes the Elected Member champions as well as service level representatives.</p>
8	Produce and publish the Annual Equalities and Safeguarding Report.	To meet the requirements of the Public Sector Equality Duty. Monitor progress and achievements.	The Annual Report 2015/16 presented to F&M Committee June 16, 2016

Appendix 3 - Equalities and Safeguarding Action Plan 2016/17

Ref	Action	Required Outcome	Responsible Officer (s)	Target Date
1	Update the Equalities Profile of the District.	Develop our knowledge and understanding of the communities we serve.	Head of Communications (NPS)	Mar 17
2	Work in partnership with the South Derbyshire Council for Voluntary Service to deliver the community work programme for 2016/17.	Increased voluntary and community engagement in the work of the Council.	Director of Planning & Community Services Head of Communications (NPS)	Mar 17
3	Strengthen policies and procedures to ensure that any third parties that exercise functions on behalf of SDDC are capable of complying with the Public Sector Equality Duty.	Undertaking a proportionate and balanced approach when considering the Equality Duty in the development of policy options. Undertake a programmed review of existing policies and procedures based on levels of risk.	Director of Finance & Corporate Services Head of Communications (NPS) Director of Housing & Environmental Services	Mar 17
4	Refresh the Training Plan to ensure it provides a range of training activities that raise awareness of the Council's responsibilities for both equalities and safeguarding issues.	Equalities and Safeguarding awareness training to be delivered through briefings.	Director of Finance & Corporate Services Head of Organisational Development (NPS)	Dec 16

Ref	Action	Required Outcome	Responsible Officer (s)	Target Date
5	Maintain a central record for any training courses attended by Council staff.	<p>Accurate management information to be recorded on My View.</p> <p>Aid in assessing whether the Council is achieving its corporate aim to promote and embed equalities and safeguarding s across the organisation.</p>	Head of Organisational Development (NPS)	Mar 17
6	Undertake a Workforce Profile, and consider any issues to be addressed.	<p>Monitor and assess the trends in the workforce.</p> <p>Propose actions to address under representation.</p> <p>Promote a fair distribution of protected groups across the workforce.</p>	<p>Head of Organisational Development (NPS)</p> <p>Director of Finance & Corporate Services</p>	June 17
7	Develop the internal Corporate Equalities and Safeguarding Group within the Council.	<p>Structured framework for monitoring progress and ensuring the implementation of the Council's Safeguarding and Equalities Policies.</p> <p>Increased awareness of equalities and safeguarding issues within the Council.</p> <p>Monitoring and review of key equalities and safeguarding actions.</p>	<p>Director of Finance & Corporate Services</p> <p>Head of Communications (NPS)</p>	Mar 17
8	Produce and publish the Annual Corporate Equalities and Safeguarding Report.	To meet the requirements of the Public Sector Equality Duty. Monitor progress and achievements.	<p>Director of Finance & Corporate Services</p> <p>Head of Communications (NPS)</p>	June 17

