

Central Bedfordshire Council

CORPORATE RESOURCES OVERVIEW AND SCRUTINY COMMITTEE 29 November 2018

Equality Strategy and Action Plan 2018 - 2021

Report of: Cllr Richard Wenham, Deputy Leader and Executive Member for Corporate Resources
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Responsible Director(s): Richard Carr Chief Executive,
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This report relates to a decision that is Key

Purpose of this report

1. The report summarises progress in reviewing the Council's Equality Strategy and developing a refreshed Equality Action Plan 2018 – 2021. It also provides an opportunity to comment as necessary to the Executive.

RECOMMENDATIONS

The Committee is asked to:

- 1. Consider the report and appendices and comment as necessary to the Executive**

Issues

- 2.1. The General Equality Duty requires public bodies to have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.

- 2.2 The duty must be well integrated in the exercise of all public functions and decision - making processes. Decision-makers must understand the potential impact of their decisions and to identify potential mitigating steps to reduce or remove adverse impacts prior to a decision being made.
- 2.3. Public bodies are also required to regularly prepare and publish objectives to further the aims of the equality duty. The objectives must be specific and measurable.
- 2.4 The objectives focus attention on priority equality issues, to deliver improvements in policy-making, service delivery and employment, including resource allocation. The development of equality objectives should be carried out as part of the normal business planning processes.
- 2.5. Public bodies are required to regularly publish information to demonstrate compliance with the equality duty. This information must include, details relating to people who are its employees, and people affected by its policies and practices. This enables service users, staff, the Equality and Human Rights Commission (EHRC), regulators etc., to assess the equality performance of the council.
- 2.6. Examples of information include monitoring information about employees or service users, the effect of council activities on people with different protected characteristics, and records demonstrating due regard in making certain decisions such as equality impact assessments.
- 2.7 The report to Executive summarises progress in reviewing the Council's Equality Strategy and developing a refreshed Equality Action Plan 2018 – 2021.

Council Priorities

These are identified in the attached Executive Report.

Corporate Implications

These are identified in the attached Executive Report.

Legal Implications

These are identified in the attached Executive Report.

Financial and Risk Implications

These are identified in the attached Executive Report.

Equalities Implications

These are identified in the attached Executive Report.

Conclusion and next Steps

The comments from the November Overview and Scrutiny Committee will be presented to the Executive on the 4 December 2018.

Appendices

Appendix A – Equality Strategy and Action Plan 2018 - 2020 – Executive Report

Appendix B – Equality Objectives

Appendix C - Equality Action Plan 2018 - 2020

Background Papers

None

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