

Bolsover District Council

Customer Service & Transformation Scrutiny Committee

21st January 2019

Single Equality Scheme 2019-23 – Consultation on Revised Scheme

Report of the Information, Engagement & Performance Manager

This report is public

Purpose of the Report

- To seek comments on the proposed Single Equality Scheme (SES) and corporate equality objectives.

1 Report Details

- 1.1 The current SES will conclude on 31st March 2019.
- 1.2 Whilst it is not a legal requirement to have a SES, the Council is required to demonstrate its compliance with the general equality duty (Equality Act 2010) and prepare and publish one or more equality objectives to meet one or more of the general equality duties, and then at least every four years subsequently.
- 1.2 Continuing with the SES approach enables the Council to demonstrate compliance with the general equality duty and set out its equality information in one key document.
- 1.3 A draft SES is attached. The document sets out our legal responsibilities, a profile of the district (appendix 2), a profile of the workforce (to be populated at appendix 3), Citizens Panel survey results (appendix 4) , four corporate equality objectives with actions and measures listed underneath, performance monitoring arrangements and responsibilities for equality.
- 1.4 For this SES it is proposed to set broader equality objectives taking a steer from the aims encompassed in the general equality duty. The proposed objectives are:
 - (1) Everyone can access our services, facilities and information
 - (2) Decision making and services are influenced by the needs of residents and communities
 - (3) Discrimination, harassment and hate crime is not tolerated
 - (4) Our workforce, and workforce policies, support equality

- 1.5 Equality is well embedded at the Council, these broader objectives enable us to reference our established activities and processes as well as include new actions and measures to demonstrate learning and continuous improvement.
- 1.6 Proposed timetable:
- 07/01/19 to 25/01/19 - Internal consultation with Portfolio Holder, service managers and Scrutiny committee
 - 15/02/19 – back to SAMT for approval
 - 04/03/19 – Executive for SES approval
 - 29/03/19 – Publish on website by statutory deadline

External consultation has been undertaken via the Citizen Panels (November 2018 survey). Consultation results will be reviewed during the internal consultation period and referenced in future reports.

- 1.7 Input from service areas especially HR and Housing/Community Safety will be required to finalise the scheme documents.

2 Conclusions and Reasons for Recommendation

- 2.1 The Council is required to prepare and publish equality objectives every four years.

3 Consultation and Equality Impact

- 3.1 Consultation arrangements have been noted in the report.
- 3.2 SES recognises our legal responsibilities as set out in the Equality Act 2010.

4 Alternative Options and Reasons for Rejection

- 4.1 None - It is a statutory requirement to prepare and publish equality objectives every four years.

5 Implications

5.1 Finance and Risk Implications

- 5.1.1 None

5.2 Legal Implications including Data Protection

- 5.2.1 It is a statutory requirement to prepare and publish equality objectives every four years.

5.3 Human Resources Implications

- 5.3.1 None

6 Recommendations

- 6.1 To seek comments from Scrutiny Members on the proposed Single Equality Scheme 2019 -2023 and corporate equality objectives.

7 Decision Information

Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: <i>BDC: Revenue - £75,000</i> <input type="checkbox"/> <i>Capital - £150,000</i> <input type="checkbox"/> <i>NEDDC: Revenue - £100,000</i> <input type="checkbox"/> <i>Capital - £250,000</i> <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
Is the decision subject to Call-In? (Only Key Decisions are subject to Call-In)	No
Has the relevant Portfolio Holder been informed	Yes
District Wards Affected	All
Links to Corporate Plan priorities or Policy Framework	All

8 Document Information

Appendix No	Title
1	Draft BDC Single Equality Scheme 2019 - 2023
Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)	
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