

Bolsover District Council

Executive

30th March 2015

**Single Equality Scheme 2015-2019 and
Final Review of Single Equality Scheme 2011-2015**

Report of the Assistant Director – Customer Service and Improvement

Purpose of the Report

Public bodies have legal duties relating to equality which are specified in the Equality Act 2010. The public sector duty consists of a general duty with three main aims, as set out in section 149 of the Equality Act 2010; and specific duties as set out in the Equality Act 2010 (Statutory Duties) Regulations 2011. The specific duties are designed to help public bodies meet the general duty.

General duty

The general duty requires local authorities to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

In all its decisions and functions, authorities should give due weight to the need to advance equality in proportion to its relevance. To demonstrate due regard, the authority is required to:

- Assess the impact of its policies and practices, and the likely impact of proposed policies and practices, on furthering the three aims of the general duty.
- Set out the information that it has taken into account when it assessed the impact of its policies and practices, and the likely impact of its proposed policies and practices, on the furtherance of the three aims.
- Detail any engagement that was undertaken with those whom the public body considered have an interest in furthering the three aims.

The Act indicates that the 'need to advance equality of opportunity' includes the need to:

- a) Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
- b) Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
- c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

The Act further indicates that the 'need to foster good relations' includes the need to tackle prejudice and promote understanding.

Specific Duty

To meet the specific duty, the Council should demonstrate that it provides clear information about its equality outcomes. To achieve this, it is required to:

- Publish equality data relating to the protected characteristics of its workforce.
- Publish evidence of the information that has been considered in carrying out its analysis.
- Publish equality objectives which will meet the aims of the general duty by April 2012 and review them at least every four years.
- Publish details of its engagement with protected groups in setting its equality objectives.

1 Report Details

The Single Equality Scheme 2015-2019 provides a framework for implementing the authority's obligations with regard to the general and specific equality duties and encompasses the range of protected characteristics as defined within the Equality Act 2010.

The Scheme sets out the evidence base for the Council's equality objectives, which are then set out as deliverable actions in the associated Action Plan.

The Final Review of the Single Equality Scheme 2011-2015 evidences that since its adoption by Council in 2011, 32 actions have been achieved; 2 have been withdrawn; and 1 has not been achieved.

2 Conclusions and Reasons for Recommendation

- 2.1 For Executive to approve and adopt the Single Equality Scheme 2015-2019.
- 2.2 For Executive to approve the Final Review of the Single Equality Scheme 2011-2015.

3 Consultation and Equality Impact

- 3.1 Members of local interest groups, the Council's Equality Panel and the Improvement Group were consulted on the proposed objectives and targets within the Single Equality Scheme 2015-2019. This Scheme also draws on consultation undertaken

as part of the development of the Corporate Plan 2015-2019 and through the Equal Opportunities Survey conducted via the Citizens Panel in November 2014.

3.2 An Equality Impact Assessment has been produced for the Single Equality Scheme 2015-2019.

4 Alternative Options and Reasons for Rejection

5 Implications

5.1 Finance and Risk Implications

Within existing budgets.

5.2 Legal Implications including Data Protection

Production of documents meet legal requirements.

5.3 Human Resources Implications

Identified within the documentation.

6 Recommendations

6.1 For Executive to approve the Single Equality Scheme 2015-2019, in compliance with the Council's statutory equality duties as specified in the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) Regulations 2011.

6.2 For Executive to approve the Final Review of the Single Equality Scheme 2011-2015.

7 Decision Information

<p>Is the decision a Key Decision? (A Key Decision is one which results in income or expenditure to the Council of £50,000 or more or which has a significant impact on two or more District wards)</p>	<p>No</p>
<p>District Wards Affected</p>	
<p>Links to Corporate Plan priorities or Policy Framework</p>	<p><u>Proposed Corporate Plan 2015-2019</u> Aim: Providing Our Customers with Excellent Service Target: Fully deliver the equality objectives identified in the Single Equality Scheme by March 2019</p>

8 Document Information

Appendix No	Title
	Single Equality Scheme 2015-2019 and Action Plan Final Review of Single Equality Scheme 2011-2019
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)	
Report Author	Contact Number
Equality Improvement Officer	01246 242407

Report Reference –