

Bolsover District Council

Executive

4th March 2019

Single Equality Scheme 2019 - 2023

Report of the Portfolio Holder - Partnerships & Transformation

This report is public

Purpose of the Report

- To approve and adopt the Single Equality Scheme 2019-2023 and to note the achievements and progress made under the previous scheme (2015 – 2019).

1 Report Details

- 1.1 The Single Equality Scheme 2019-2023 (appendix 1) provides a framework for implementing the Council'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.
- 1.2 The Scheme sets out the Council's legal responsibilities, four corporate equality objectives with actions and measures, performance monitoring arrangements and responsibilities for equality. Within its appendices it contains a profile of the district (2), a profile of the workforce (3), and perceptions of fairness - Citizens Panel survey results (4).
- 1.3 This Scheme sets broader equality objectives taking a steer from the aims encompassed in the general equality duty. The objectives are:
- (1) Everyone can access our services, facilities and information
 - (2) Decision making and services take into account the needs of residents and communities
 - (3) Discrimination, harassment and hate crime is not tolerated
 - (4) Our workforce, and workforce policies, support equality

These objectives have received broad support when consulted upon through the Citizens Panel in November 2018, the Council's Equality Panel and internally (Service Managers, Portfolio Holder and Customer Service & Transformation Scrutiny Committee).

- 1.4 The 'actions' listed underneath each objective demonstrate that equality is well embedded at the Council and also the Council's continued commitment going forward. The 'measures' give an indication of how these actions will be evidenced.

- 1.5 The final review of the Single Equality Scheme 2015-2019 gives examples of how the Council has met its equality duties and specific equality objectives. This information will be published on the Council's website and shared with the Council's Equality Panel who have contributed to the successful implementation of this scheme.

2 Conclusions and Reasons for Recommendation

- 2.1 The equality objectives have received broad support.
- 2.2 The Council is required to prepare and publish equality objectives every four years.

3 Consultation and Equality Impact

- 3.1 The Council's Citizens Panel and Equality Panel were consulted on the proposed equality objectives. In November 2018 Panel members were asked to rate the importance of the equality objectives and were also given the opportunity to make comments on the objectives including whether any objective was missing.
- 3.2 All four equality objectives were considered very important/important by both panels. The comments received have not suggested any materially different equality objectives but moreover reflect broad support for the objectives proposed. Other comments emphasise the need for the Council to listen to all views expressed and to support all individuals who may need it. The full results will be published on Ask Derbyshire in March 2019.
- 3.3 The internal consultation with Service Managers, Portfolio Holder and Customer Service & Transformation Scrutiny Committee was specifically seeking views on the proposed equality objectives and relevant actions to include. During this process additional actions have been suggested and/or sought which has enhanced the Scheme document.
- 3.4 The Scheme 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 approve and adopt the Single Equality Scheme 2019-2023.

6.2 The achievements and progress made under the previous scheme (2015 – 2019) be noted.

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	Final draft Single Equality Scheme 2019 – 2023
2	Single Equality Scheme 2015-2019 Review Document
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
Kath Drury, Information Engagement & Performance Manager	01246 242280