

Bolsover District Council

**Meeting of the Customer Service and Transformation Scrutiny Committee on 19th
June 2023**

Draft Equality Plan and Objectives 2023 - 2027

Report of the Information, Engagement & Performance Manager

Classification	This report is Public
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Contact Officer	As above

PURPOSE/SUMMARY OF REPORT

To inform Members and seek comments on the proposed Equality Plan and objectives for 2023-27.

REPORT DETAILS

1. Background

- 1.1 We are required under the Public Sector Equality Duty (PSED) to set equality objectives every four years.
- 1.2 These objectives are in addition to our general duty obligations (eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not) under the Equality Act.

2. Details of Proposal or Information

- 2.1 A draft Equality Plan and Objectives for 2023-2027 is attached. The document sets out our legal responsibilities, the Council's approach to equalities, a profile of the district and the workforce, the equality objectives, and actions to achieve those.
- 2.2 The proposed objectives are:
 - 2.2.1 Improving customer and resident insight for service planning and delivery purposes
 - 2.2.2 Providing leadership and organisational commitment to actively promote equalities
 - 2.2.3 Ensuring a diverse and engaged workforce
- 2.3 This plan builds on the Council's previous equality plans and the work undertaken to date.

- 2.4 The plan incorporates comments and suggestions received from SLT, Service Managers and staff. The plan has also been made available to the public for comments via the Council's Citizen Panel, website, email subscribers and social media platforms. Feedback from the external consultation will be provided at the meeting.

3. Reasons for Recommendation

- 3.1 Undertaking consultation adds value to the Equality Plan and, also helps raise awareness of it.

4 Alternative Options and Reasons for Rejection

- 4.1 Not applicable as the Council is required to set equality objectives every four years.

RECOMMENDATION(S)

1. To seek comments on the proposed Equality Plan and objectives for 2023 -2027.

IMPLICATIONS:

Finance and Risk: Yes ☐ No ☒

Details:

On behalf of the Section 151 Officer

Legal (including Data Protection): Yes ☒ No ☒

Details:

We are required to set equality objectives every four years (PSED)

On behalf of the Solicitor to the Council

Staffing: Yes ☐ No ☒

Details:

On behalf of the Head of Paid Service

DECISION INFORMATION

Is the decision a Key Decision?	No
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: Revenue - £75,000 <input type="checkbox"/> Capital - £150,000 <input type="checkbox"/> <input checked="" type="checkbox"/> Please indicate which threshold applies	
Is the decision subject to Call-In? (Only Key Decisions are subject to Call-In)	No

District Wards Significantly Affected	All wards
Consultation: Leader / Deputy Leader <input checked="" type="checkbox"/> Executive <input type="checkbox"/> SLT <input checked="" type="checkbox"/> Relevant Service Manager <input type="checkbox"/> Members <input type="checkbox"/> Public <input checked="" type="checkbox"/> Other <input type="checkbox"/>	Details: Taken to SLT on 02/03/23 and made available for internal comments during April and public comments during May

Links to Council Ambition: Customers, Economy and Environment.
We have a specific Ambition target under the Customer aim to monitor our equality objectives and to publish equality information annually.

DOCUMENT INFORMATION

Appendix No	Title
1	Draft Equality Plan and Objectives 2023-27

Background Papers
<i>(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 Executive, you must provide copies of the background papers).</i>
N/A