

Bolsover District Council

Meeting of the Executive on 11th September 2023

Equality Plan and Objectives 2023 - 2027

Report of the Portfolio Holder for Corporate Performance and Governance

Classification	This report is Public
Report By	Kath Drury Information, Engagement & Performance Manager
Contact Officer	As above

PURPOSE/SUMMARY OF REPORT

- To approve and adopt the Equality Plan 2023-2027 and to note the achievements and progress made under the last two years of the previous plan (2019-2023).

REPORT DETAILS

1. Background

- 1.1 The Council is 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 The Equality Plan 2023-2027 (appendix 1) provides a framework for implementing the Council's obligations regarding the general and specific equality duties and encompasses the range of protected characteristics as defined within the Equality Act 2010.
- 2.2 The plan 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.
- 2.3 The equality objectives are:
- 2.3.1 Improving customer and resident insight for service planning and delivery purposes.

- 2.3.2 Providing leadership and organisational commitment to actively promote equalities.
- 2.3.3 Ensuring a diverse and engaged workforce.
- 2.4 This plan builds on the Council's previous equality plans and the work undertaken to date.
- 2.5 The plan incorporates comments and suggestions received from Senior management, Service Managers and staff, and Customer Service and Transformation Scrutiny Committee.
- 2.6 External consultation was undertaken via the Citizens' Panel, website, and email subscriber groups during May 2023. 174 responses were received. Most respondents (between 88% and 97%) felt that there were no further actions to include under the three equality objectives. All suggestions and comments have been reviewed with some being added as actions. Other comments have been shared with relevant service areas for them to consider. Positive comments were received about the document design, readability, and content.
- 2.7 The final review of the Equality Plan 2019-2023 gives examples of how the Council has met its equality duties and specific equality objectives. Much of which improves service access and choice that supports customers and residents. 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 the plan.

3. Reasons for Recommendation

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

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 approve and adopt the Equality Plan and objectives for 2023-2027.
2. To note the achievements and progress made under the previous plan (2019 – 2023).

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

Environment:

Please identify (if applicable) how this proposal/report will help the Authority meet its carbon neutral target or enhance the environment.

Details: N/A

Staffing: Yes No

Details:

On behalf of the Head of Paid Service

DECISION INFORMATION

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

<p>District Wards Significantly Affected</p>	All wards
<p>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"/></p>	<p>Details: SLT - 02/03/23 and 02/08/23, CS&T Scrutiny committee on 19/06/23. Public consultation undertaken in May 2023.</p>

Links to Council Ambition: Customers, Economy and Environment.

The Council has 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	Equality Plan and Objectives 2023-27
2	Single Equality Scheme 2019-2023 Review 2021-2023

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 Executive you must provide copies of the background papers).

N/A