

North East Derbyshire Council

Services Scrutiny Committee

19th September 2023

Draft Equality Plan and Objectives 2023 - 2027

Report of the Information, Engagement & Performance Manager

Classification: This report is public

Report By: Kath Drury, Information, Engagement and Performance Manager

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PURPOSE / SUMMARY

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

RECOMMENDATIONS

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

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: NEDDC: Revenue - £100,000 <input type="checkbox"/> Capital - £250,000 <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
District Wards Significantly Affected	All wards
Consultation: Leader / Deputy Leader <input type="checkbox"/> Cabinet SMT <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 SMT on 27/03/23 and made available for internal comments during April and public comments during May.

Links to Council Plan priorities, including Climate Change, Equalities, and Economics and Health implications.
Council plan objectives - A Great Place to Access Good Public Services (Continually improve Council services to deliver excellence and value for money & listen to customers (Residents and Businesses) to improve services). The Equality Plan is the Council's key document for continuing to embed equalities and make services more inclusive and accessible.

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 and accessibility.
 - 2.2.3 Ensuring a diverse and engaged workforce.
 - 2.2.4 Continuing to embed British Sign Language (BSL) Charter pledges.
- 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 SMT, Service Managers and staff.
- 2.5 External consultation was undertaken via the Citizens’ Panel, website, email subscriber groups, the British Deaf Association (BDA) and some other stakeholders during May 2023. 192 responses were received. Most respondents (between 94% and 96%) felt that there were no further actions to include under the four equality objectives. All suggestions and comments have been reviewed with a couple of minor amendments made to the text. Most comments were specific in nature e.g., comments about the website, areas for training, accessibility concerns, and these have been shared with relevant service areas for them to consider. Positive comments were received about the document design, readability, and content.

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.

DOCUMENT INFORMATION

Appendix No	Title
1	Draft Equality Plan and Objectives 2023-27
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 you must provide copies of the background papers)	
N/A	