

**North East Derbyshire Council**

**Cabinet**

**26 October 2023**

**Equality Plan and Objectives 2023 - 2027**

**Report of Councillor J Barry, Portfolio Holder for Growth and Assets**

**Classification:** This report is public

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

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**PURPOSE / SUMMARY**

- 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).

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**RECOMMENDATIONS**

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

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**IMPLICATIONS**

**Finance and Risk:** Yes  No

**Details:**

On Behalf of the Section 151 Officer

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**Legal (including Data Protection):** Yes  No

**Details: We are required to set equality objectives every four years (Public Sector Equality Duty)**

On Behalf of the Solicitor to the Council

**Staffing:** Yes  No

**Details:**

On behalf of the Head of Paid Service

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## DECISION INFORMATION

<b>Decision Information</b>	
<p><b>Is the decision a Key Decision?</b> 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><b>NEDDC:</b>  <b>Revenue - £100,000</b> <input type="checkbox"/> <b>Capital - £250,000</b> <input type="checkbox"/>  <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i></p>	No
<p><b>Is the decision subject to Call-In?</b> (Only Key Decisions are subject to Call-In)</p>	No
<b>District Wards Significantly Affected</b>	All wards
<p><b>Consultation:</b>  <b>Leader / Deputy Leader</b> <input type="checkbox"/> <b>Cabinet</b>  <b>SMT</b> <input checked="" type="checkbox"/> <b>Relevant Service Manager</b> <input type="checkbox"/>  <b>Members</b> <input type="checkbox"/> <b>Public</b> <input checked="" type="checkbox"/> <b>Other</b> <input type="checkbox"/></p>	<p>Details: Taken to SMT on 27/03/23 &amp; 09/10/23 and Scrutiny on 19/09/23. Consulted internally during April and publicly during May.</p>

### 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 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.
- 2.2 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, inclusion, and accessibility.
  - 2.3.3 Ensuring a diverse and engaged workforce.
  - 2.3.4 Continuing to embed British Sign Language (BSL) Charter pledges.
- 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, Portfolio Holder, and Services Scrutiny Committee.
- 2.6 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.
- 2.7 The final review of the Equality Plan 2019-2023 (**appendix 2**) 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.

## **3 Reasons for Recommendation**

- 3.1 The proposed Equality Plan and objectives 2023-2027 has received broad support.

#### 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**

<b>Appendix No</b>	<b>Title</b>
1	Final Draft Equality Plan and Objectives 2023-27
2	Single Equality Scheme 2019-2023 Review 2021-2023
<b>Background Papers</b> (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	