

For publication

Equality and Diversity Strategy and Policy 2017-2019

Meeting: Council

Date: 26 April, 2017

Report by: Policy Officer

For publication

1.0 Purpose of report

- 1.1 To advise Members of the production of a new draft Chesterfield Borough Council Equality and Diversity Strategy and Policy 2017-19.
- 1.2 To seek approval of the Council's Equality and Diversity Strategy and Policy 2017-19.

2.0 Recommendations

- 2.1 That Members consider the draft Chesterfield Borough Council Equality and Diversity Strategy and Policy 2017-19.
- 2.2 That the Equality and Diversity Strategy is approved and adopted.

3.0 Report details

- 3.1 The current Equality, Diversity and Social Inclusion Strategy and Policy are both now due to be updated. This update will ensure that the draft Strategy and Policy 2017-19 reflect our current understanding of the needs of our local communities, and our corporate priorities.

3.2 The revised Equality and Diversity Policy is attached at Appendix A. It includes:

- our corporate commitment to equality and diversity, including service provision and employment
- corporate equality and diversity principles

3.3 The new revised Equality and Diversity Strategy outlines the way in which we plan to achieve our corporate equality objectives over the next two years. The Strategy is attached at Appendix B, and includes:

- our corporate commitment to equality and diversity
- roles and responsibilities across the organisation in relation to equalities
- local context and community profile
- corporate equality and diversity principles
- our corporate equality objectives and related actions to deliver the strategy

3.4 Implementation of the strategy and accompanying action plan will be monitored via the corporate performance management framework. The Equality and Diversity Forum will also have a role in scrutinising our performance in delivering the strategy. Progress will also be reported on via the corporate Equality and Diversity Annual Report.

3.5 This report and the draft Chesterfield Borough Council Equality and Diversity Strategy and Policy 2017-19 were considered by Cabinet at its meeting on 18 April, 2017 where it resolved that the strategy be supported and referred to Council for approval.

4.0 Human resources/people management implications

4.1 Our commitment and approach to Equality and Diversity must be embedded across the Council. The Strategy and outlines roles and responsibilities across the organisation in the implementation of the Equality and Diversity Strategy and Policy.

5.0 Financial implications

5.1 The action plan will be delivered within existing resources.

6.0 Legal and data protection implications

6.1 The Policy and Strategy incorporate the organisation's approach to discharging its responsibilities under the Equality Act 2010 (including the Public Sector Equality Duty) as a service commissioner, service provider, and employer.

6.2 In addition to requirements under the Public Sector Equality Duty, (which includes the setting of corporate equalities objectives and publication of equalities data) it is anticipated that the Government Equalities Office will be introducing legislation during 2017 requiring additional mandatory gender pay gap reporting. It is anticipated that the additional reporting requirements will include:

- Calculating the mean and median gender pay gap
- The difference between mean and median bonus payments paid to men and women
- The proportion of men and women in each quartile of their pay distribution

This data will need to be calculated as a 'snapshot' on the 5th April each year from April 2017 onwards.

7.0 Consultation

7.1 Members of Chesterfield Equality and Diversity Forum have been consulted with during the development of the Strategy and Policy.

8.0 Risk management

8.1 This work concerns the implementation of statutory and good practice performance requirements. All relevant documents and reports have to be published and available for public scrutiny.

9.0 Equalities Impact Assessment (EIA)

9.1 The Equality Impact Assessment is attached at Appendix C. No negative impacts have been identified.

10.0 Recommendations

- 10.1 That Members consider the draft Chesterfield Borough Council Equality and Diversity Strategy and Policy 2017-19.
- 10.2 That the Equality and Diversity Strategy is approved and adopted.

11.0 Reasons for recommendations

- 11.1 The Policy and Strategy provide a framework for the Council to continue to ensure that the services we provide are fair and meet the needs of the local community, and that we discharge our responsibilities under the Equality Act 2010.

Decision information

Key decision number	703
Wards affected	All
Links to Council Plan priorities	To reduce inequality and support the more vulnerable members of our communities

Document information

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Appendices to the report	
Appendix A	Chesterfield Borough Council Equality and Diversity Policy 2017
Appendix B	Chesterfield Borough Council Equality and Diversity Strategy 2017-2019
Appendix C	Equality Impact Assessment for Chesterfield Borough Council Equality and Diversity Policy and Strategy 2017-2019