

For publication

Equality and Diversity Annual Report 2018/19 (GV430)

Meeting: 1. Cabinet

Date: 1. 16/07/2018

Cabinet portfolio: Governance

Report by: Policy Officer

For publication

1.0 Purpose of report

To present the Council's Equality and Diversity Annual Report for 2018/2019 for consideration.

2.0 Recommendations

- 2.1 That the Equality and Diversity Annual Report be supported.
- 2.2 That the Equality and Diversity Annual Report is published on the Council's website and circulated to partners.

3.0 Report details

- 3.1 Equalities legislation and good practice require public bodies to publish annual equalities reports. The report should

summarise equalities progress during the last year, and future plans.

3.2 The Equality and Diversity Annual Report is attached. It covers improvements and achievements over the last year, including progress in delivering the corporate Equality and Diversity Strategy and Action Plan, and also future plans.

3.3 The Annual Report has been developed in consultation with the Equality and Diversity Forum. It also includes a summary of the EIAs undertaken during 2018/19 along with progress on Equalities issues during the year.

3.4 Risk management template

This work concerns the implementation of statutory and good practice performance requirements. It is required than all relevant documents and reports are published.

| Description of the Risk | Impact | Likelihood | Mitigating Action | Impact | Likelihood |
|--|--------|------------|--|--------|------------|
| Reputational and legislative risk of not publishing the Annual Report which demonstrates compliance with Equality Annual Report. | M | L | Publish the Annual Report on the Council's website and distribute via partner mailing lists (eg. Links). | L | L |

4.0 **Alternative options and reasons for rejection**

4.1 The alternative approach would be to not publish the Annual Report, however, this would make it difficult to demonstrate the Council's progress in delivering Equalities outcomes.

5.0 **Recommendations**

5.1 That the Equality and Diversity Annual Report be supported.

5.2 That the Equality and Diversity Annual Report is published on the Council's website and circulated to partners.

6.0 **Reasons for recommendations**

6.1 To provide the community and relevant organisations with an update of the Council's progress in delivering equalities outcomes.

Decision information

| | |
|---|--|
| Key decision number | <i>Non-key 137</i> |
| Wards affected | All |
| Links to Council Plan priorities | An inclusive Borough, where everyone feels valued and has equal and fair access to local services. |

Document information

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| Report author | Contact number/email |
| Katy Marshall | Allison.potter@chesterfield.gov.uk |
| Background documents These are unpublished works which have been relied on to a material extent when the report was prepared. | |
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| Appendices to the report | |
| Appendix A | Equality and Diversity Annual Report 2018/19 |