

## For publication

### Equality and Diversity Strategy 2019-2023 (GV430)

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Meeting:	Council
Date:	17/07/2019
Cabinet portfolio:	Governance
Report by:	Policy Officer

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### **For publication**

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#### 1.0 **Purpose of report**

- 1.1 To advise Members of the production of a new draft Chesterfield Borough Council Equality and Diversity Strategy 2019 – 2023.
- 1.2 To seek approval of the Council's Equality and Diversity Strategy 2019 – 2023.

#### 2.0 **Recommendations**

- 2.1 That Members consider the draft Equality and Diversity Strategy 2019-2023.
- 2.2 That Full Council approves and adopts the Equality and Diversity Strategy 2019-2023.

### 3.0 **Report details**

3.1 The current Equality and Diversity Strategy is now due to be updated. This update will ensure that the Strategy reflects our current understanding of the needs of our local communities, and the priorities within the Council Plan 2019-23. The new Strategy is also proposed to cover the next four years, bringing it in line with the Council Plan.

3.2 The updated Equality and Diversity Strategy 2019-23, which has been developed in consultation with the Equality and Diversity Forum, outlines our corporate equality objectives for the next four years, and how we plan to achieve them. 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
- achievements during the previous Equality and Diversity Strategy
- corporate equality and diversity principles
- our corporate equality objectives and related actions to deliver the strategy

3.3 This report is due to be considered by Cabinet at its meeting on 16<sup>th</sup> July, 2019, where it is proposed that Cabinet recommend that Full Council approves the draft Equality and Diversity Strategy 2019-2023.

### 4.0 **Financial implications**

4.1 The action plan will be delivered within existing resources.

## 5.0 **Legal and data protection implications**

5.1 The Strategy incorporates 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. The Duty requires the Council to publish our equality objectives, at least every four years, and to publish information to demonstrate our compliance annually – this includes information about the workforce, and access to and satisfaction with the Council's services, broken down by protected characteristics. This information is collected on an ongoing basis as part of the Council's community engagement programme.

5.2 In addition to requirements under the Public Sector Equality Duty, the Council is now required to carry out gender pay gap reporting, including:

- 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 is calculated as a 'snapshot' on the 5th April each year.

## 6.0 **Equality Impact Assessment**

6.1 The strategy provides a framework for the Council to achieve its equality and diversity objectives delivering positive outcomes across the protected characteristics for employees and the wider community. Some actions will have positive impacts on particular groups, such as the work on apprenticeships which mainly attract younger participants. No negative impacts are anticipated.

## 7.0 Risk management template

Description of the Risk	Impact	Likelihood	Mitigating Action	Impact	Likelihood
Reputational and legislative risk of not publishing the Strategy which demonstrates compliance with Equality Act.	M	L	Publish the Strategy on the Council's website and distribute via partner mailing lists.	L	L

### 8.0 Alternative options and reasons for rejection

8.1 The alternative approach would be to not publish the Strategy, however, this would make it difficult to demonstrate the Council's compliance with the Public Sector Equality Duty under the Equality Act.

### 9.0 Recommendations

9.1 That Members consider the draft Equality and Diversity Strategy 2019-2023.

9.2 That Full Council approves and adopts the Equality and Diversity Strategy 2019-2023.

### 10.0 Reasons for recommendations

10.1 The Strategy provides 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**

<b>Key decision number</b>	138
<b>Wards affected</b>	All

## **Document information**

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<b>Appendices to the report</b>	
Appendix A	Equality and Diversity Strategy 2019-2023