

## **For publication**

### **Equality and Diversity Annual Report 2019/20 (GV430)**

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Meeting:	1. Cabinet 2. Council
Date:	1. 23/06/2020 2. 15/07/2020
Cabinet portfolio:	Governance
Report by:	Policy Officer

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## **For publication**

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### **1.0 Purpose of report**

To present the Council's Equality and Diversity Annual Report for 2019/2020 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.
- 2.3 That the International Holocaust Remembrance Alliance working definition of Antisemitism be formally adopted by the Council.

### 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 2019/20 along with progress on Equalities issues during the year.
- 3.4 The International Holocaust Remembrance Alliance (IHRA) working definition of Antisemitism is detailed within section 6.0 of the Annual Report.
- 3.5 Risk management template

This work concerns the implementation of statutory and good practice performance requirements. It is required that 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	M	L	Publish the Annual Report on the Council's website and distribute via partner mailing lists (eg. Links).	L	L

Report.					
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#### 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.
- 5.3 That the International Holocaust Remembrance Alliance working definition of Antisemitism be formally adopted by the Council.

#### 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.

#### 6.2 **Decision information**

<b>Key decision number</b>	N/A
<b>Wards affected</b>	All
<b>Links to Council Plan priorities</b>	An inclusive Borough, where everyone feels valued and has equal and fair access to local services.

## **Document information**

<b>Report author</b>	<b>Contact number/email</b>
<b>Allison Potter</b>	<b>Allison.potter@chesterfield.gov.uk</b>
<b>Background documents</b> These are unpublished works which have been relied on to a material extent when the report was prepared.	
<b>Appendices to the report</b>	
Appendix A	Equality and Diversity Annual Report 2019/20

## **Form to return to Democratic and Scrutiny section with report (will be removed before publication)**

<b>Officers/members consulted on the report</b>	
<b>Communications</b>	<input checked="" type="checkbox"/>
<b>Human resources</b>	<input checked="" type="checkbox"/>
<b>Finance</b>	<input type="checkbox"/>
<b>Legal</b>	<input type="checkbox"/>
<b>Information assurance</b>	<input type="checkbox"/>
<b>Consultation and engagement</b>	<input checked="" type="checkbox"/>
<b>Equality, diversity and human rights</b>	<input checked="" type="checkbox"/>
<b>Cabinet member portfolio holder (and consultee cabinet member if applicable)</b>	<input checked="" type="checkbox"/>
<b>Comments from Cabinet Member (if applicable)</b>	