

**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 Background**

- 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.

### **4.0 Equality and Diversity Annual Report**

- 4.1 The Equality and Diversity Annual Report is attached at Appendix 1. The report includes improvements and achievements over the last year, including progress in delivering the corporate Equality and Diversity Strategy and Action Plan, and also future plans.
- 4.2 The Annual Report has been developed in consultation with the Equality and Diversity Forum. It also includes a summary of the equality impact assessments undertaken during 2019/20 around Council policies, strategies and plans, along with progress on equality and diversity issues during the year.

### **5.0 International Holocaust Remembrance Alliance definition of Antisemitism**

- 5.1 The Government has now formally adopted the International Holocaust Remembrance Alliance's working definition of Antisemitism and have written to all local authorities in England requesting that they formally adopt the working definition.
- 5.2 The working definition is *"Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."*

- 5.3 The definition is not designed to be legally binding but is an invaluable tool for public bodies to understand how antisemitism manifests itself in the 21<sup>st</sup> century. It demonstrates a commitment to engaging with the experiences of Jewish communities and supporting them against the challenges they face.
- 5.4 Chesterfield Borough Council currently uses this definition, although not currently formally adopted, to inform our Equality and Diversity Strategy, action plan and hate crime arrangements. We organise with community and voluntary partners annual Holocaust Memorial Day events with the Holocaust Memorial Trust.

## 6.0 Risk management

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 Report.	M	L	Publish the Annual Report on the Council's website and distribute via partner mailing lists (eg. Links).	L	L

## 7.0 Alternative options and reasons for rejection

- 7.1 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.

## **8.0 Recommendations**

- 8.1 That the Equality and Diversity Annual Report be supported.
- 8.2 That the Equality and Diversity Annual Report is published on the Council's website and circulated to partners.
- 8.3 That the International Holocaust Remembrance Alliance working definition of Antisemitism be formally adopted by the Council.

## **9.0 Reasons for recommendations**

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

### **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**

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<b>Appendices to the report</b>	
Appendix 1	Equality and Diversity Annual Report 2019/20