

For publication

Equality and Diversity Annual Report 2020 - 2021 (GV430)

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| Meeting: | Council |
| Date: | 21 July 2021 |
| Cabinet portfolio: | Governance |
| Directorate: | Corporate |
| For publication | |

1.0 Purpose of the report

To present the Council's Equality and Diversity Annual Report for 2020/21 for consideration.

2.0 Recommendations

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

3.0 Reason for recommendations

- 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 Report details

- 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. It also helps the Council to show some of the steps being taken to meet the Equality Act 2010 and associated Public Sector Equality Duty.

- 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 2020/21 around Council policies, strategies and plans, along with progress on equality and diversity issues during the year.
- 4.3 This report was considered at the meeting of Cabinet on 9 July, 2021 when it was resolved to recommend the recommendations at paragraphs 2.1 – 2.2 above to Full Council.

5.0 Alternative options

- 5.1 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.

6.0 Implications for consideration – Council Plan

- 6.1 The activities within the Annual Report are linked to the priority of 'Improving the Quality of Life for Local People' - Improving community cohesion, raise awareness of equality issues and celebrate our diverse communities through the delivery of a minimum of four events each year with the Chesterfield Equality and Diversity Forum.
- 6.2 In addition to the Forum's activities, the report also brings together a range of activities delivered across the Council's services which support the promotion of equalities and inclusive services.

7.0 Implications for consideration – Financial and value for money

- 7.1 No additional resources are requested in the annual report. The Forum has also successfully drawn external funding in to enable us to provide additional activities during 2020/21 and 2021/22.

8.0 Implications for consideration – Legal

- 8.1 The annual report provides an opportunity for the council to demonstrate compliance with the Equality Act 2010 and associated Public Sector Equality Duty, including delivery of its Equality Objectives. It is required that all relevant documents and reports are published.

9.0 Implications for consideration – Human resources

- 9.1 No implications identified.

10.0 Implications for consideration – Risk management

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. | L | L |

11.0 Implications for consideration – Community wellbeing

- 11.1 The annual report draws on community wellbeing activities that have a close connection with equality and diversity objectives.

12.0 Implications for consideration – Economy and skills

- 12.1 The annual report draws on activities relating to the economy and skills that have a close connection with equality and diversity objectives, and protected groups.

13.0 Implications for consideration – Climate Change

- 13.1 No implications identified, although continuing with a blended approach to online and face to face events and activities will support the climate change agenda.

14.0 Implications for consideration – Equality and diversity

- 14.1 The annual report provides the community and relevant organisations with an update of the Council's progress in delivering equalities outcomes.

Decision information

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| Key decision number | 197 |
| Wards affected | All wards |

Document information

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| Report author | |
| Allison Potter, Katy Marshall, Policy Officer, Corporate | |
| Appendices to the report | |
| Appendix 1 | Equality and Diversity Annual Report 2020/2021 |