

For publication

Equality and Diversity Annual Report 2021 - 2022

Meeting:	Cabinet Council
Date:	19 July 2022 20 July 2022
Cabinet portfolio:	Governance
Directorate:	Corporate
For publication	

1.0 Purpose of the report

To present the Council's Equality and Diversity Annual Report for 2021/22 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, which has been developed in consultation with the Equality and Diversity Forum, includes improvements and achievements over the last year, including:
 - Progress in delivering the corporate Equality and Diversity Strategy (2019-2023)
 - The continued success of the Chesterfield Equality and Diversity Forum; acting as a critical friend to the council, hosting guest speakers at online meetings to provide education and raise awareness of equality and diversity issues and hosting four events during the year

as per the Council Plan. In particular feedback following the Holocaust Memorial Day event was a that it was a very thought provoking and moving session.

- Increased focus on partnership working with a range of organisations to maximise the positive impacts we can achieve in our local communities.
- A summary of the equality impact assessments undertaken during 2021/22 around Council policies, strategies and plans.
- Progress updates on Equality and Diversity issues throughout the year.
- The report also helps the Council to show some of the steps being taken to meet the Equality Act 2010 and associated Public Sector Equality Duty.

- **Alternative options**

- 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.

- **Implications for consideration – Council Plan**

- 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.
- 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.

- **Implications for consideration – Financial and value for money**

- No additional resources are requested in the annual report.

- **Implications for consideration – Legal**

- 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.

- **Implications for consideration – Human resources**

- No implications identified.

- **Implications for consideration – 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.	L	L

- **Implications for consideration – community wellbeing**
 - The annual report draws on community wellbeing activities that have a close connection with equality and diversity objectives.
- **Implications for consideration – Economy and skills**
 - 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.
- **Implications for consideration – Climate Change**
 - No implications identified, although continuing with a blended approach to online and face to face events and activities will support the climate change agenda.
- **Implications for consideration – Equality and diversity**
 - The annual report provides the community and relevant organisations with an update of the Council's progress in delivering equalities outcomes.

Decision information

Key decision number	1103
Wards affected	All wards

Document information

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Appendices to the report	
Appendix 1	Equality and Diversity Annual Report 2021/2022