

For publication

Equality and Diversity Strategy 2023 - 2027 (GV430)

Meeting:	1. Council
Date:	1. 15/05/2023
Cabinet portfolio:	Governance
Directorate:	Corporate
For publication	

1.0 Purpose of the report

1.1 To seek approval of the Council's Equality and Diversity Strategy 2023 – 2027.

2.0 Recommendations

2.1 That Full Council approve and adopt the Equality and Diversity Strategy 2023-2027.

2.2 That the Service Director – Corporate, in consultation with the Portfolio Holder, is given delegated authority to make amendments to the Equality and Diversity Strategy and Action Plan between the formal review periods should legislation, guidance and partnership changes impact on planned activity and operational effectiveness.

3.0 Reason for recommendations

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. The new Strategy is proposed to cover the next four years, bringing it in line with the priorities within the Council Plan 2023-27.

3.2 This report was considered by Cabinet at its meeting on 14th March 2023, where it was recommended that Full Council approves the draft Equality and Diversity Strategy 2023-2027.

4.0 Report details

- 4.1 The updated Equality and Diversity Strategy 2023-27 outlines our corporate equality objectives for the next four years, and how we plan to achieve them. The Strategy is attached at Appendix 1, and includes:
- i. The roles and responsibilities for delivering the Council's Equality and Diversity Strategy.
 - ii. The local context, challenges and achievements made so far by the Council and partners.
 - iii. Our Equality and Diversity Principles, which will guide our approach to equality and diversity.
 - iv. Our specific objectives and anticipated outcomes in relation to Equality and Diversity.
 - v. The way that we will monitor our progress in delivering the strategy and how we will make a real and positive difference to the lives of those affected by Chesterfield Borough Council's services.
- 4.2 The Chesterfield Equality and Diversity Forum members were involved in the development of the equality objectives contained within the strategy.
- 4.3 Feedback on the draft strategy was sought between 13th December 2022 and 10th January 2023. The strategy was promoted via CBC social media, the CBC website and aspire, with background information and links to an online survey made available. The consultation was broadly in support of the draft strategy and some activity suggestions made for the forum to consider moving forward. A copy of the feedback report is contained within Appendix 2.
- 4.4 The draft strategy and survey report has also been shared with staff union representatives.

5.0 Alternative options

- 5.1 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.

6.0 Implications for consideration – Financial and value for money

- 6.1 The action plan will be delivered within existing resources.

7.0 Implications for consideration – Legal

- 7.1 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.

- 7.2 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.

8.0 Implications for consideration – Human resources

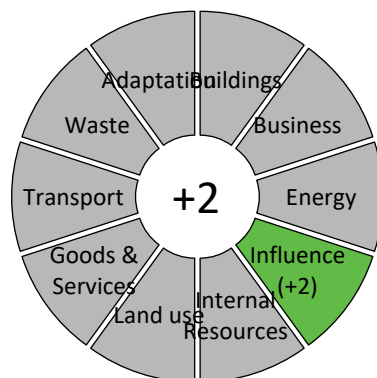
- 8.1 Equality and Diversity training is included as part of mandatory induction training for all staff.

9.0 Implications for consideration – Council plan

- 9.1 The strategy has been designed to complement the new Council Plan 2023-27 and to ensure that our approach to equalities is embedded within everything we do.

10.0 Implications for consideration – Climate change

10.1



- 10.2 As part of the strategy action plan the Policy and Partnership team will continue further investigations regarding Climate Change and local risks for vulnerable groups. This supports Objective 1 of the strategy: Ensuring a fair approach to the Council's decision making, and that service changes address

the needs of our communities in an equitable way, taking account of the needs of people with protected characteristics.

11.0 Implications for consideration – Equality and diversity

11.1 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.

12.0 Implications for consideration – Risk management

12.1 The following table illustrates the main risks associated with this change.

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

Decision information

Key decision number	1136
Wards affected	All

Document information

Report author	
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Background documents	
None	
Appendices to the report	
Appendix 1	Equality and Diversity Strategy 2023 - 2027
Appendix 2	Equality and Diversity Strategy survey report

