

For publication

Equality and Diversity Annual Report 2022 - 2023 (GV430)

Meeting:	1. Cabinet 2. Council
Date:	1. 18 th July 2023 2. 19 th July 2023
Cabinet portfolio:	Governance
Directorate:	Corporate
For publication	

1.0 Purpose of the report

- 1.1 To present the Council's Equality and Diversity Annual Report for 2022/23 for consideration.

2.0 Recommendations

- 2.1 That Cabinet recommend that Full Council approves the Equality and Diversity Annual Report.
- 2.2 That Full Council approve the Equality and Diversity Annual Report.
- 2.3 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:
- i. Progress in delivering the corporate Equality and Diversity Strategy (2019-2023).
 - ii. The continued success of the Chesterfield Equality and Diversity Forum; acting as a critical friend to the council, hosting guest speakers at meetings to provide education and raise awareness of equality and

diversity issues and hosting four events during the year as per the Council Plan.

- iii. Increased focus on partnership working with a range of organisations to maximise the positive impacts we can achieve in our local communities.
- iv. A summary of the equality impact assessments undertaken during 2022/23 around Council policies, strategies and plans.
- v. Progress updates on Equality and Diversity issues throughout the year.
- vi. 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.

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 – Financial and value for money

- 6.1 No additional resources are requested in the annual report.

7.0 Implications for consideration – Legal

- 7.1 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.

8.0 Implications for consideration – Human resources

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

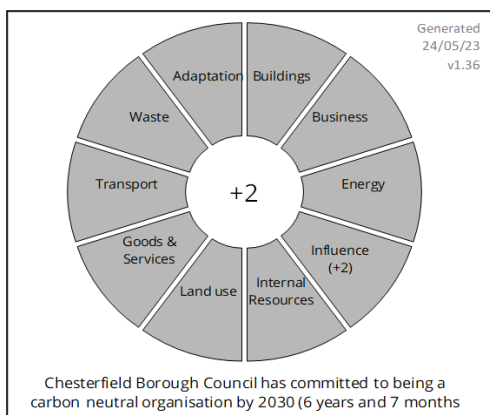
9.0 Implications for consideration – Council Plan

- 9.1 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.
- 9.2 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.

10.0 Implications for consideration – Climate Change

10.1 Continuing with a blended approach to online and face to face events and activities will support the climate change agenda.

10.2



11.0 Implications for consideration – Equality and diversity

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

12.0 Implications for consideration – Risk management

12.1 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

Decision information

Key decision number	1176
Wards affected	All wards

Document information

Report author	
Allison Potter, Policy Officer, Corporate	
Background documents	
These are unpublished works which have been relied on to a material extent when the report was prepared.	
Appendices to the report	
Appendix 1	Equality and Diversity Annual Report 2022/23