

Performance Scrutiny Committee– 5 July 2018

Equalities Action Plan: 2018-2019

Report by Policy and Performance Service Manager

Introduction

1. This report presents the Equalities Policy 2018-2022 and the accompanying Action Plan 2018-2019 for the Committee's information. Members of the Committee may find a number of indicators to be of particular interest for this meeting, as the agenda includes discussions about work force development and diversity.

Equalities Policy and Action Plan 2018-2022

2. The Performance Scrutiny Committee commented on a draft of the County Council's Equality Policy at their meeting on 4 January 2018. After considering the comments from the Committee, the Council undertook a six-week public consultation exercise. The revised Policy was agreed by the Cabinet at their meeting on 21 May 2018.
3. The Policy has eight objectives which will form the basis of the Council's equalities work over the 2018-2022 timescales. An action plan based on the objectives will be produced annually. A copy of the agreed Policy and the 2018-19 action plan is attached to this report as Annex 1.
4. Objectives 7 and 8 may be of particular interest to the Performance Scrutiny Committee at this meeting. Objective 7 states that: "We will improve the diversity of our workforce so that it better reflects the diversity of our communities".
5. Objective 8 states that "we will improve how we support our employees with disabilities so they can be fully involved in the workplace, access career development opportunities and be successful at work." All the objectives are underpinned by targeted actions in the action plan.

Monitoring Arrangements

6. Now that the Policy has been agreed, quarterly monitoring information will be provided and this will be tied to the overall Performance Monitoring Framework. The action plan will be refreshed annually drawing on an officer working group from across the Council.
7. The Cabinet Member for Local Communities will have overall responsibility for ensuring that we achieve our equalities objectives. Feedback from the public consultation made it clear that monitoring and governance arrangements were

important to include in the new Policy. The action plan has identified lead senior council officers who will take on responsibility for the actions.

Financial and Staff Implications

8. The report is presented for information so there are no financial or staffing implications.

Equalities Implications

9. This report is presented for information, however a full Service and Community Impact Assessment was prepared for the Equalities Policy 2018-2022, which was included in the Cabinet papers for 22 May 2018.

RECOMMENDATION

10. **The Committee is RECOMMENDED to note the action plan.**

Ben Threadgold
Policy and Performance Manager

Background papers:

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