

Committee: Cabinet

Agenda Item

Date: 12 January 2017

7

Title: Equalities Scheme

Portfolio Holder: Cllr Lesley Wells, Cabinet Member for Communities and Partnerships

Key decision: Yes

Summary

1. Cabinet agreed a draft Equalities Scheme for consultation purposes at its meeting on 15 September 2016. There was a limited response, but the report of consultation is appended to inform consideration of whether to adopt the draft scheme, or amend it in the light of comments

Recommendations

2. The Council adopts the appended Equalities Scheme 2017-2021
3. The Council commits to reaching Achieving status by April 2018

Financial Implications

4. The objectives and actions are intended to inform how the council prioritises its budget, and does not necessarily imply a requirement for additional resources.

Background Papers

5. None

Impact

- 6.

Communication/Consultation	Consultation report appended
Community Safety	
Equalities	See body of the report
Health and Safety	
Human Rights/Legal Implications	The Council has a legal obligation to prepare and to publish equality objectives at four-yearly intervals. (Equality Act 2010 (Specific Duties) Regulations 2011)

Sustainability	
Ward-specific impacts	
Workforce/Workplace	One of the draft revised objectives relates specifically to the council's workforce

Situation

7. The Equality Information and the Equality Duty was updated on 31 January 2014. The Public Sector Equality Duty is made up of a general equality duty which is supported by specific duties. Under the terms of the specific duty, the Council had to:
- Prepare and publish one or more objectives by the 6 April 2012 that will support the council in meeting the requirements of the general Equality Duty
 - Ensure that those objectives are specific and measurable
 - Publish those objectives in such a manner that they are accessible to the public
8. The responses to consultation have been carefully considered and some aspects of the proposed Equalities Scheme have been reworded. Some comments such as “respond to residents’ feedback” will feed into other proposed work such as renewing the customer charter.
9. Member training was provided during the workshop held on 29 November

Risk Analysis

10.

Risk	Likelihood	Impact	Mitigating actions
Failure to adopt an up to date scheme could result in challenge to a decision of the council	2 The more likely risk is from failing to take account of an EQIA in making a decision that did have significant equalities impacts	3 A decision could become void	

1 = Little or no risk or impact

2 = Some risk or impact – action may be necessary.

3 = Significant risk or impact – action required

4 = Near certainty of risk occurring, catastrophic effect or failure of project.