



CABINET

15TH JUNE 2017

AGENDA ITEM (8)

JOINT EQUALITY POLICY 2017-2020 AND EQUALITY ACTION PLAN

Accountable Member	Councillor C Hancock Cabinet Member for Enterprise and Partnerships
Accountable Officer	Mike Clark Corporate Planning Manager 01285 623565 mike.clark@cotswold.gov.uk

Purpose of Report	To consider the attached Joint Equality Policy for the period to 2020 and an Equality Action Plan
Recommendation(s)	That the Joint Equality Policy 2017-2020 and the Equality Action Plan be approved
Reason(s) for Recommendation(s)	The Council has a duty under the Equality Act 2010 to publish one or more Equality Objectives and to demonstrate how it is complying with its equality duties

Ward(s) Affected	All
Key Decision	No
Recommendation to Council	No

Financial Implications	All proposals within the Action Plan will be contained within existing budgets
Legal and Human Rights Implications	The Council has various obligations under the Equality Act 2010, including the setting of Equality Objectives. The proposed Joint Equality Policy sets out these Objectives which will help the Council meet its duty under the Act to pay due regard to the need to eliminate discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations
Environmental and Sustainability Implications	None
Human Resource Implications	There are no staff resource issues arising from the Policy, though some of the Outcomes and Actions relate to Human Resources (for example, in training and the transition to Publica)

Key Risks	Failure to comply with the statutory duty to publish Equality Objectives could result in enforcement action by the Equality and Human Rights Commission.
Equalities Analysis	The Joint Equality Policy sets out the Council's approach to equalities issues across all protected groups.

Related Decisions	Cabinet - June 2012 - Approval of Equality Scheme 2012 to 2016
Background Documents	None
Appendices	Appendix 'A' - Joint Equality Policy 2017-2020 Appendix 'B' - Equality Action Plan

Performance Management Follow Up	Progress towards achieving the Action Plan will be reported annually in the Council's Equality Annual Report or Equality Information
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Options for Joint Working	This Equality Policy is a joint policy with Cheltenham Borough, Forest of Dean and West Oxfordshire District Councils
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Background Information

1. Under the Equality Act 2010, local authorities have to publish one or more specific and measurable Equality Objectives to meet their duty to pay due regard to the need to eliminate discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations. The Council has to publish objectives at least every four years.

2. Attached is a proposed Equality Policy for the period 2017-2020 which sets out Equality Outcomes for the Council. This is a joint Scheme with Cheltenham Borough, Forest of Dean and West Oxfordshire District Councils, as it is considered that the four Councils are sufficiently similar to be able to have the same overall equality outcomes, as follows:-

- ensuring employment practices are equal and fair;
- improving access to our services;
- understanding our communities and customers' needs.

3. The Joint Equality Policy is a brief overarching document, which sets out the Councils' general approach to equalities and refers to other information about equalities published by each Council. A copy of the Joint Equality Policy 2017-2020 is attached at **Appendix 'A'**.

4. The different Councils will, however, require their own equality action plans with more specific objectives, particular to their local situation. An Action Plan for this Council is attached at **Appendix 'B'**.

5. The Council is also required to publish information by 31st January each year which demonstrates its compliance with its equality duties, including information about its employees and people affected by its policies and practices. This information is published on the Website every year and, in future years, will include an update on progress against the Equality Action Plan.

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