

## EQUALITIES SUB COMMITTEE - 9 JUNE 2022

### POLICY AND RESOURCES COMMITTEE – 18 JULY 2022

#### PART I – NOT DELEGATED

## 7. EQUALITIES OBJECTIVES REVIEW (CED)

### 1 Summary

1.1 The public sector Equality Duty (section 149 of the Act) came into force on 5 April 2011. The Equality Duty applies to Three Rivers District Council. It requires the Council to consider how different people will be affected by its activities, helping it to deliver policies and services which are efficient and effective; accessible to all; and which meet different people's needs. The Equality Duty is supported by specific duties, set out in regulations which came into force on 10 September 2011. The specific duties require the Council to prepare and publish one or more specific and measurable equality objectives. We published our first set of objectives in March 2012.

1.2 This report recommends new objectives which will run from 2022-2026 and includes a review of work across the council which contributed to the delivery of the previous objectives. Subsequent objectives must be published at least every four years.

### 2 Summary of Main Points

2.1 The objectives will form part of our Comprehensive Equality Policy when reviewed. The review of the objectives began in autumn 2021. Although delayed due to the pandemic, we continued to deliver the current objectives. A presentation was delivered to the Equalities Sub Committee in September 2021 and included suggestions and research on the equalities objectives.

2.2 The Public Sector Equality Duty requires public bodies to prepare and published, every four years one or more specific and measurable equality objective(s) which will help them further the three aims of the Equality Duty.

2.3 These three aims are:

- **Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.**
- **Advance equality of opportunity between people who share a protected characteristic and people who do not share it.**
- **Foster good relations between people who share a protected characteristic and people who do not share it.**

2.4 It is for the council to decide what and how many equality objectives we should set. When deciding what equality objectives to set, we should take into account:

- Evidence of equality issues across all our functions;
- Issues affecting people sharing each of the protected characteristics; and

- The need to promote equality of opportunity, eliminate unlawful discrimination, harassment and victimisation and foster good relations.

2.5 The recommended objectives have been drafted by:

- Looking at the outcomes of service achievements against the current objectives
- Feedback from residents, employees and customers over recent years (for example the Prejudice, Discrimination, Microaggressions and Hate Crime in marginalised groups Survey and Annual Resident Survey)
- Outcome of the Workforce Monitoring Report (reported annually)
- Our response to the Public Sector Equality Duty (Published annually on the Three Rivers District Council Website in January)
- Feedback from agencies through various partnership meetings on community need.
- Consultation with the Equalities Sub-Committee.

2.5 Once the draft equality objectives have been agreed by the Equalities Committee these will be consulted on with residents and our partners before being taken to Policy and Resources Committee for agreement.

2.6 Actions for each service area will then be developed to track and manage the council's achievement of each of the objectives which can then be reviewed and evaluated.

### **3 Current Objectives**

- **Promoting Community Leadership & Community Cohesion**
- **Improving Community Engagement**
- **Promoting Equality In Service Delivery**
- **Promoting Equality Of Opportunity In Employment & Training**
- **Evaluating The Success Of Our Equalities Commitments**

#### **3.1 Achievements**

3.2 With reference to the review of the current Equality Objectives, noted in 2.1 above, a comprehensive review was conducted with all of the services. The review gathered evidence of how they have achieved the objectives to which they had committed. Some highlights of the review and as such the achievements of the objectives, are noted below.

##### **3.2.1 Promoting Community Leadership and Community Cohesion**

- Prejudice and Discrimination survey and resulting community engagement and Hate Crime action plan.
- Regular communication through partnerships bulletin and Local Strategic Partnership alongside community engagement work.
- Hosting of a Homelessness Forum with partners.

##### **3.2.2 Consultation / Community Engagement and Communication**

- All customer surveys include questions on the respondents' demographic info.

- Regularly published Equality Duty Information Report.
- Council meetings: Publish meetings and agendas, Right to speak, Large print, Hearing loop.
- Pensioner's Forum and Council E-newsletter developed- readership increasing and good feedback received.

### **3.2.3 Promoting Equality in Service Delivery**

- Adults with Complex Needs Pilot and subsequent Community Support Service established to support people with complex problems.
- Serious Violence Strategy developed, addressing the issue and impact of poverty, social isolation and trauma

### **3.2.4 Promoting Equality of Opportunity in Employment and Training**

- Equality and Diversity training is provided to all staff. An updated course is being reviewed.
- Development of iPerform system encourages training and development, as well as career progression, to be reviewed and discussed throughout the year

### **3.2.5 Evaluating The Success Of Our Equalities Commitments**

- Service Level Agreements are reported on annually.
- Adoption of Anti-Semitism and Islamophobia statements.
- Set up the Equality Sub-committee in 2020.

## **4 Proposed New Objectives**

4.1 The proposed new objectives below have taken into consideration our achievements to date, the impact of the pandemic, community engagement, consultations and research into the objectives of other similar local authorities.

### **4.1.1 The Council aims:**

4.1.2 To promote Equality Of Opportunity In Employment & Training

4.1.3 To work to improve equality and access to services for all residents.

4.1.4 To strengthen our knowledge and understanding of all Three Rivers communities.

4.1.5 To engage the community in order to celebrate diversity, promote inclusion and enhance community life.

## **5 Options and Reasons for Recommendations**

5.1 The recommendations in this report adhere to the conditions of the Equality Duty, requiring the council to prepare and publish measurable objectives.

## **6 Policy/Budget Reference and Implications**

6.1 The recommendations in this report are within the Council's agreed policy and budgets.

**7. Financial, Legal, Staffing, Environmental, Community Safety, Public Health, Customer Services Centre, Communications & Website, Risk Management and Health & Safety Implications.**

7.1 None currently arising.

**8. Equal Opportunities Implications**

8.1 Relevance Test

Has a relevance test been completed for Equality Impact?	TBA
Did the relevance test conclude a full impact assessment was required?	TBA

**9. Risk and Health & Safety Implications**

9.1 The Council has agreed its risk management strategy which can be found on the website at <http://www.threerivers.gov.uk>. In addition, the risks of the proposals in the report have also been assessed against the Council's duties under Health and Safety legislation relating to employees, visitors and persons affected by our operations. The risk management implications of this report are detailed below.

9.2 The subject of this report is covered by the Community Partnerships service plan(s). Any risks resulting from this report will be included in the risk register and, if necessary, managed within this/these plan(s).

<b>Nature of Risk</b>	<b>Consequence</b>	<b>Suggested Control Measures</b>	<b>Response</b> <i>(tolerate, treat, terminate, transfer)</i>	<b>Risk Rating</b> <i>(combination of likelihood and impact)</i>
Risk that the council fail to produce and publish Equalities Objectives for 2022-26.	Service failure occurs as objectives are not being monitored and managed.  Three Rivers District Council is referred to the Equality and Human Rights Commission for breach of the	Agree proposed objectives.	Treat	6

	Public Sector Equality Duty			
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9.3 The above risks are scored using the matrix below. The Council has determined its aversion to risk and is prepared to tolerate risks where the combination of impact and likelihood scores 6 or less.

<b>Very Likely</b> ----- <b>Likelihood</b> ----- ▼ <b>Remote</b>	<b>Low</b> 4	<b>High</b> 8	<b>Very High</b> 12	<b>Very High</b> 16
	<b>Low</b> 3	<b>Medium</b> 6	<b>High</b> 9	<b>Very High</b> 12
	<b>Low</b> 2	<b>Low</b> 4	<b>Medium</b> 6	<b>High</b> 8
	<b>Low</b> 1	<b>Low</b> 2	<b>Low</b> 3	<b>Low</b> 4
	<b>Impact</b>			
	Low -----▶ Unacceptable			

**Impact Score**

- 4 (Catastrophic)
- 3 (Critical)
- 2 (Significant)
- 1 (Marginal)

**Likelihood Score**

- 4 (Very Likely (≥80%))
- 3 (Likely (21-79%))
- 2 (Unlikely (6-20%))
- 1 (Remote (≤5%))

9.4 In the officers' opinion none of the new risks above, were they to come about, would seriously prejudice the achievement of the Strategic Plan and are therefore operational risks. The effectiveness of the management of operational risks is reviewed by the Audit Committee annually.

**10. Recommendation**

10.1 That Members:

10.1.1 Review and agree the proposed Equality Objectives.

10.1.2 Agree to public and partner consultation on the proposed objectives in advance of recommendation of the objectives to Policy and Resources.

Report prepared by:

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**Data Quality**

Data checked by:

Gordon Glenn

Data rating:

<b>1</b>	<b>Poor</b>	
<b>2</b>	<b>Sufficient</b>	✓
<b>3</b>	<b>High</b>	