

Three Rivers District Council

Equalities Sub -Committee Report

Equalities Duty Information report

Date 14th March 2023

EQUALITIES SUB-COMMITTEE - 14 MARCH 2023

PART I

6. EQUALITIES DUTY INFORMATION REPORT (EHoS)

1 Summary

- 1.1 This report provides Members with an update on progress made in 2022 against the Council's Comprehensive Equalities Policy.

2 Details

- 2.1 The Council's Comprehensive Equality Policy has been shaped by the Equality Act 2010 (the Act), which introduced a number of responsibilities for councils, including a public sector equality duty and a requirement to promote equality of opportunity between those with "protected characteristics" and others. The public sector equality duty requires that the Council, in the exercise of its functions, have due regard to:

2.1.1 Eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act

2.1.2 Advancing equality of opportunity between people who share a protected characteristic and those who do not

2.1.3 Fostering good relations between people who share a protected characteristic and those who do not.

- 2.2 The nine legally protected characteristics are: disability, age, ethnicity, sexual orientation, religion or belief, sex, gender reassignment, marriage and civil partnership and pregnancy and maternity.

- 2.3 The Act also introduced specific duties for public bodies to publish Equality Objectives and an annual report to show their compliance with the duty.

- 2.3.1 The 2023 annual report for Three River District Council is included at Appendix 1. This retrospective report presents a snapshot of the main areas of work in the 2022 year and provides an indication of initiatives planned for the year ahead.

3 Options and Reasons for Recommendations

- 3.1 Under the Equality Act (2010) the Council has a specific duty to publish an annual report outlining its compliance with its duties under the Act. This report fulfils that duty. No other options were considered.

4 Policy Implications

- 4.1 The recommendations in this report are within the Council's agreed policy and budgets. The relevant policy is the [Comprehensive Equalities Policy](#) and was agreed in July 2018

- 4.2 The Council's policy is in the process of being reviewed and updated. In 2022 this Committee and the Council's Policy and Resources Committee approved revised equality objectives for the period 2022-2026 which are:

4.2.1 To promote equality of opportunity in employment & training

- 4.2.2 To improve equality and access to services for all residents
- 4.2.3 To strengthen knowledge and understanding of all Three Rivers communities.
- 4.2.4 To celebrate diversity, promote inclusion and enhance community life in partnership with communities
- 4.3 The objectives above and the findings of the Equality Duty Information report (Appendix1) have informed the development of a new Equality, Diversity and Inclusion policy for the Council to cover the period of the newly approved Corporate Framework 2023-26 and is also presented to this Committee for consideration.

5 Financial, Staffing, Customer Services Centre, Communications and Website, Climate Change and Sustainability Implications

- 5.1 None specific to this report.

6 Legal Implications

- 6.1 Under the Equality Act (2010) the Council has a specific duty to publish an annual report outlining its compliance with its duties under the Act. This report fulfils that duty.

7 Equal Opportunities Implications

- 7.1 The projects, work streams and policies contained within the report all contribute to the Council positively fulfilling its duties and realising its ambitions under the Equality Act (2010) and related legislation as well as its own Comprehensive Equalities Policy.

8 Community Safety and Public Health Implications

- 8.1 A number of actions both reported and proposed within the information report exist to improve community safety (e.g. work streams to prevent and address hate crime) and the overall health and wellbeing (e.g. work streams to address health inequalities) of the district's residents.

9 Risk and Health & Safety Implications

- 9.1 The Equalities Duty Information Report helps the Council to continue to demonstrate that it is meeting the public sector equalities duty under the Equality Act 2010 and to avoid the legal and reputational risks associated with non-compliance.

10 Recommendations

That the Sub Committee:

- 10.1 Provide any comments its wishes to make on the Equality Duty Information Report (Appendix 1),
- 10.2 Note the contents of the report and endorse the approach it outlines for future work in this area.

Report prepared by: Emma Sheridan, Head of Community Partnerships

Data Quality

Data sources: Census 2021 Results, ONS, Council Services Equalities Monitoring.

Data checked by: Emma Sheridan, Head of Community Partnerships

Data rating: High

Background Papers

[TRDC Comprehensive Equalities Policy](#)

APPENDICES

- 1 TRDC Equalities Duty Information Report 2023

