



Report Reference Number: E/18/07

To: The Executive
Date: 7 June 2018
Status: Non-key decision
Ward(s) Affected: All
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Lead Executive Member: Councillor Chris Metcalfe, Lead Executive Member for Communities and Economic Development
Lead Officer: Stuart Robinson, Head of Business Development & Improvement

Title: Selby District Council Equality Objectives 2017-2020 – Progress Report

Summary:

As a public body we are required under the Equality Act 2010 Public Sector Equality Duty (PSED) to publish one or more Equality Objective. We must do this at least every four years. Our current objectives were approved by the Executive on 12 October 2017. At the time of approval it was agreed that a progress report on the Action Plan would be brought to the Executive in April/May each year. This report provides details of progress made in the six months, since the objectives were approved (October 2017 to April 2018).

Recommendations:

- i. That Executive note the progress made against the Equality Objectives.

Reasons for recommendation

To ensure compliance with the Equality Act 2010 Public Sector Equality Duty. To update the Executive on progress made against the Equality Objectives Action Plan since it was approved in October 2017.

1. Introduction and background

- 1.1 As a public body we are required under the Equality Act 2010 Public Sector Equality Duty (PSED) to publish one or more Equality Objective. We must do this at least every four years.
- 1.2 In setting objectives, we must set out what we are aiming to do to fulfil our obligations under the PSED. The duty requires us to have due regard to
1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 1.3 The nine protected characteristics are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief; sex; and sexual orientation.
- 1.4 In October 2017, the Executive approved the following two broad objectives:
- 1. Ensure services delivered by, or on behalf of Selby District Council are - as far as possible - accessible and do not discriminate.**
 - 2. Ensure employees and Members are supported to deliver accessible, non-discriminatory services.**

2. Current Objectives

- 2.1 The objectives take account of current equality data and processes and are linked to the delivery of The Corporate Plan 2015-2020. They are based around understanding the diversity of our customers and employees in order to better meet their needs.
- 2.2 The approach to setting objectives was based on retaining two general objectives – one outward/customer facing and the second one focused on internal matters – delivered through a detailed set of actions. The benefit of keeping the objectives relatively high level is that it provides flexibility to the Council in how we deliver the objectives. As a result, the actions will change over time.

2.3 Equality Objectives Action Plan

- 2.4 The Action Plan contains a number of activities that are not only the right thing to do but, in the main, activities that are already integrated into service delivery. This helps embed equality into mainstream activity.

Progress has been made in a number of areas (see Appendix A). A number of actions are on-going and will be carried forward to the actions for the coming 12 months, along with those actions which have as yet not progressed.

2.5 What's gone well:

- **Improved data** - both in terms of our workforce and the district.
 - In line with our legal obligation we published A Picture of Diversity in January 2018 (Appendix B). This provides a comparison of the protected characteristics of the workforce and the district and identifies that our workforce is broadly representative of the district.
 - A Selby District Council Workforce Metrics report has also been produced which provides data in terms of protected characteristics for starters, leavers, top grades etc. (Appendix C).
 - In April we published our gender pay gap which showed a 'mean' hourly rate of pay difference of 10.9% and a 'median' hourly rate of pay difference of 14.3%.
- **Selby District Needs Assessment** - has been updated. We commissioned North Yorkshire County Council to produce picture of the district. It identifies that the district has the highest projected population increase of all North Yorkshire districts, supporting the need for housing growth. We will continue to refine our understanding of the needs of the district.
- **The Strengthening our approach to impact assessments** - better data is helping with this (though there is still further work to do) and Equality Diversity and Community Impact (EDCI) assessments will be expanded to include health impact assessments.
- **Equalities Framework** – this sets out our commitment to equalities and our arrangements for delivering on that commitment. Although drafted, this approval of this framework is expected shortly.
- **Equalities training** - maintaining staff and Member awareness – Equalities is included as part of the induction process for all new starters. All staff continue to undertake mandatory equalities training and this is monitored through the PDR process. Training for elected members is currently being arranged to ensure they are supported to maintain understanding.
- **Strengthening our approach to monitoring and reporting** – our draft Corporate Performance Framework will be introduced in 2018/19. Incorporating equality measures will help to raise visibility and ensure actions are delivered. All Service Plans are subject to EDCI screening.

2.6 What's not gone well:

- **Customer Strategy** – in progress – we will refocus for the future and take a different approach, following peer review feedback.
- **Resident Survey** – deferred – will be revisited June 2018.

- **Organisational Development Strategy** – will be delivered June 2018, following the Investors In People (IIP) assessment in April – which will be a research exercise and will provide the baseline for the strategy.

2.7 **Monitoring**

We will continue to ensure that the actions are proportionate and relevant and specific enough that we will be clear when they have been successfully delivered. The Action Plan will continue to be regularly monitored and progress made against the objectives will continue to be reported to Executive annually.

3. **Alternative Options Considered**

N/A

4. **Implications**

4.1 **Legal Implications**

Under the Equality Act 2010 Public Sector Equality Duty (PSED) we are required to publish one or more Equality Objectives at least every four years.

4.2 **Financial Implications**

None

4.3 **Policy and Risk Implications**

None

4.4 **Corporate Plan Implications**

The Equality Objectives support the Corporate Plan objectives to enjoy life and make a difference.

4.5 **Resource Implications**

None

4.6 **Other Implications**

None

4.7 **Equalities Impact Assessment**

The setting and monitoring of our equality objectives will have a positive impact on the nine protected characteristics.

5. Conclusion

- 5.1** As a public body we are required under the Equality Act 2010 Public Sector Equality Duty to publish one or more Equality Objective. We must do this at least every four years. The current objectives were approved in October 2017. Progress has been made against a number of our objectives. Where progress is on-going or not on track, these actions will be taken forward in 2018/19. The Action Plan will continue to be updated. Progress is next due to be reported back to Executive in April 2019.

6. Background Documents

None

7. Appendices

Appendix A - Equality Objectives 2017-2020 Action Plan – Progress

Appendix B - A Picture of Diversity

Appendix C - Selby District Council Workforce Metrics Report

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