

## Executive Decision Making by an Officer with Delegated Powers

Decision to be taken by: Jane Burns, Director of Strategy and Challenge

### Gloucestershire County Council Equality Objectives 2018/19

<b>The decision</b>	To reaffirm Gloucestershire County Council's current Equality Objectives for 2018/19.
<b>Background documents</b>	<p>Equalities Act 2010 <a href="http://staffnet.gloscc.gov.uk/equalities">http://staffnet.gloscc.gov.uk/equalities</a></p> <p>The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017  <a href="http://www.legislation.gov.uk/ukxi/2017/353/contents/made">http://www.legislation.gov.uk/ukxi/2017/353/contents/made</a></p> <p>Population Profile, Service User and Workforce Diversity and Gender Pay Gap reports 2016/17  GCC website <a href="http://www.gloucestershire.gov.uk/equalities">http://www.gloucestershire.gov.uk/equalities</a></p>
<b>Reasons for the decision</b>	The medium term equality objectives adopted by Gloucestershire County Council (GCC) for 2015-2018 are aligned to the Council Strategy. The Council Strategy has recently been refreshed for 2018/19. Whilst the wording of the priorities in the Strategy have changed, the general thrust remains the same. It is therefore proposed that the current equality objectives are rolled forward to cover 2018/19.
<b>Resource implications</b>	Within existing resources.
<b>Who has been consulted?</b>	<p>Officer Commissioning Board</p> <p>Head of Legal Services</p> <p>Leader of the Council</p> <p>Deputy Leader and Cabinet Member for Finance and Change</p>
<p><b>What were their comments?</b></p> <p>Consensus was to roll forward the current objectives to 2018/19, for the reasons set out in this report.</p>	
<p><b>1. Background/Context</b></p>	

The Public Sector Equality Duty is made up of a general duty supported by specific duties. The general duty is set out in section 149 of the Equalities Act 2010. The specific duties are created via secondary legislation.

The general duty applies to public authorities, including local authorities. Those subject to the general equality duty must, in the exercise of their function, have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

The protected characteristics covered by the Equality Duty are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The specific duties include publishing information to demonstrate compliance with the general duty. GCC currently publishes, on an annual basis, population profile, workforce and service user data and equality objectives and from 2018 we will also publish gender pay gap information.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced some changes to the duties on local authorities in terms of the equalities information they publish and when they must publish it by.

The main changes are:

- A duty to also publish gender pay gap information in relation to its employees by 30 March each year.
- To publish equality objectives at least every four years, from 30 March 2018 (as opposed to the previous annual deadline of 6 April).
- All other information to demonstrate compliance with the general duty, as referred to earlier in this report, must also now be published by 30 March each year (as opposed to the previous annual deadline of 31 January)

The council publishes the information on the GCC website

<http://www.gloucestershire.gov.uk/equalities>

## 2. Our Approach

Gloucestershire County Council (GCC) is the largest single employer in the county and a major supplier and contractor of high quality services across the whole of Gloucestershire. It is also a key player in many countywide, regional and national partnerships. As such, the council is committed to tackling all forms of inequality and to operating within current equalities legislation.

The council has developed a more robust approach to understanding the impact of its decisions on Protected Groups and demonstrating “due regard” to the Public Sector Equality Duty. All relevant Cabinet and individual Cabinet Member decisions have accompanying due regard statements.

## 3. Progress against objectives

Progress is measured through the service user workforce diversity reports and performance indicators, where they are available.

A comprehensive account is included in the recently published Service User Diversity report accessible via the link under ‘background documents’.

## Proposed objectives for 2018/19

The medium term equality objectives adopted in 2015 were aligned to the Council Strategy (2015-18). The Council Strategy was recently refreshed for 2018/19. A full review of the Council Strategy is planned for the Spring/Summer 2018 and the equality objectives will also be reviewed in line with this. In the interim therefore, the proposal is that the current equality objectives are rolled forward to 2018/19.

Area	Equality Objective	Protected characteristic
Children & Families	To provide a broad range of accessible universal and targeted information and advice supporting young people and families to make choices to resolve their problems as they emerge.	Principally age, disability
Adults	To make employment a real option for people with disabilities.	Principally disability, age
Public Health	To increase numbers of pregnant women accessing support to “stop smoking” services. To target HIV prevention to specific ethnic groups.	Principally gender, pregnancy and maternity, and race.

Communities and infrastructure	To ensure people are able to move around our communities in safety and with as much ease and convenience as possible	Principally age, disability
All services	To ensure that our services are accessible to users and that their experiences are positive.	All
Workforce	To continue to improve, review and monitor the current make up of our workforce to better serve the aims of the Council and the needs of the community.	All
<p><b>Alternative options considered and why they were rejected</b></p> <p>1. To adopt new equality objective(s) for 2018/19.</p> <p>The current medium term equality objectives have been drawn from a sound evidence base and continue to reflect the Council's plans and priorities. The objectives will also be reviewed in line with the planned full review of the Council Strategy in Spring/Summer 2018.</p>		
<p><b>Risk Analysis</b></p> <p>Risk of adverse reaction to not fulfilling a statutory requirement.</p>		
<p><b>Equalities considerations</b></p> <p>The adoption and publication of equality objectives helps to fulfil the aims of the Public Sector Equality Duty. A separate Due Regard Statement has already been produced, and published, to support the Medium Term Financial Strategy.</p>		
<p><b>Has a Due Regard Statement been completed? No</b></p>		
<p><b>Has any conflict of interest been declared by any Cabinet Member consulted on the decision?</b></p> <p><b>If any conflict of interest declared, was a dispensation granted by the Audit and Governance Committee of the Council?</b></p>	<p>No</p> <p>Date of dispensation: N/A</p>	

<b>Does this decision report form or any supporting papers provided contain confidential or exempt information?</b>	No
<b>Does this decision need to be published on the GCC website?</b>	Yes
<p>Having fully considered all available information, I have decided to reject any alternative options and take the recommended decision, for the reasons set out in this report.</p> <p></p> <p>Signed Jane Burns, Director of Strategy &amp; Challenge</p>	
Date: 19 March 2018	
Contact details for further information: Officer: Jane Burns Tel: 01452 328472 Email: <a href="mailto:jane.burns@gloucestershire.gov.uk">jane.burns@gloucestershire.gov.uk</a>	