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## **Meeting of the Cabinet – 6<sup>th</sup> July 2020**

### **Report of the Interim Director of Public Health and Wellbeing**

#### **Annual Review of Equality 2019**

##### **Purpose**

1. To consider the annual review of equality for 2019 (the review document can be found on the Council's Committee Management Information System).

##### **Recommendations**

2. It is recommended that the annual review of equality 2019 be approved.

##### **Background**

3. The annual review of equality helps the Council in meeting the requirements of the specific public sector equality duties within the Equality Act 2010 which include a duty on public authorities to publish information that demonstrates how they are meeting the general duty under the Act.
4. The Cabinet approved an equality strategy 2016-19 in June 2016 and an accompanying outline action plan to address the strategy in December 2016. The review reports on progress with implementing the action plan, alongside providing detailed statistics and analysis of the Council's equality in employment record. The equality strategy is currently being reviewed with an updated strategy to be produced during 2020/21 and submitted to the Cabinet for approval.
5. Detailed analysis of the council's gender pay gap responding to the Gender Pay Gap Information Regulations 2016 is the subject of a Decision Sheet, CEX/04/2020.



6. The review covers the 2018/19 year and therefore provides a retrospective focus. With the cancellation due to the pandemic of the Cabinet meeting in March 2020 when the report was due to be considered, the timing of the report being presented to the Cabinet has now coincided with the emergence of Public Health evidence which identifies a higher risk related to COVID-19 for Black, Asian and Minority Ethnic (BAME) communities. Specific work is underway to engage with our BAME communities and employees on this issue and the outcome of this work will be reported to members at a later date. In addition, an independent review of the Council's equality provision and the progress made in developing and embedding equality and diversity practice across the organisation is nearing completion. The outcome will also be reported to members at a later date

### **Finance**

7. Any costs associated with implementing the action plan will need to be met from within existing budgets.

### **Law**

8. The Equality Act 2010 provides a comprehensive framework of anti-discrimination legislation.
9. The general public sector equality duty under the Act requires public authorities to pay due regard to the need to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations covering the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
10. The Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities to publish equality information and equality objectives.

### **Equality Impact**

11. The purpose of the review is to present a range of information, monitoring data and analysis relating to the impact of the council's policies and practices on promoting equality and the achievement of equality objectives in relation to both services and employment to allow scrutiny of the council's work on equality.

### **Human Resources/Organisational Development**

12. The review presents recent employment data and analysis. Highlighted in the review is a range of work being undertaken to improve policies and practices and to improve the learning and development offer to employees which should have a positive impact on employees and job applicants. As the council's approach to HR and Organisational Development work emerges the new three year strategy



provides an opportunity to strengthen the integration of equality and inclusion with key work themes such as leadership development and mandatory training. To assess the organisational maturity for this work, an externally facilitated assessment is being commissioned.

### **Commercial/Procurement**

13. There are no direct commercial or procurement implications of the report, however promoting equality is an important consideration within the council's procurement activity through the promotion of social value and the need to ensure that the council's public sector equality duties are met within any relevant contractual arrangements.

### **Health, Wellbeing and Safety**

14. Treating people fairly and providing services which meet the needs of people with different protected characteristics are important contributors to the health and wellbeing of the borough's residents.
15. These connections have been recognised with the establishment of a new officer Workplace Wellbeing and Equality Steering Group which will aim to take action to promote equality and promote health and wellbeing amongst council employees



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### **List of Background Documents**

Annual review of equality 2019

